



MAKING RIGHTS REAL

A Workbook on the Local Implementation of Human Rights



Wild for
human
rights

US \$20.00

CREDITS:

Writers: Youmna Chlala, Krishanti Dharmaraj, Robin Levi, Kate Washbur

Copy Editor: Nancy Flowers

Designer: Ellen Y. Hsu

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LETTER FROM THE EXECUTIVE DIRECTOR

Dear Reader,

In 1997, we formed a coalition devoted to bringing human rights standards to San Francisco. As a result, in April 1998, San Francisco became the first city in the United States to pass a law implementing the principles underlying an international human rights treaty to impact public policy. We advocated for the passing of the United Nations Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), also known as the Women's Human Rights Treaty. Seven years later, many other cities across the US are taking the lead in passing similar legislation.

WILD for Human Rights created *Making Rights Real: A Workbook on the Local Implementation of Human Rights*, to help you improve public policy for women and their communities by locally adopting the principles and practices of human rights. Using examples from the local processes in San Francisco, we will lead you through basic questions and answers that will help you begin human rights education, advocacy, and action. The information contained in this workbook will help you plan outreach, build alliances, organize events, and create effective media strategies to achieve your desired outcome.

To ensure that human rights are protected for the long term, we believe that the process is as important as the outcome. Passing CEDAW as public policy to improve the lives of women and their communities is only the first step. For all women to enjoy human rights, CEDAW must be effectively implemented, monitored and integrated into all public policy.

It is important to recognize that twenty-five years after President Jimmy Carter signed on to this treaty, and seven years after San Francisco passed this treaty, the US government has yet to ratify it and thereby affirm the human rights of women in the United States.

As we aim to improve public policy at the local and state levels using CEDAW, we should not ignore the importance of national ratification. It is critical that we continue to hold the government accountable to the ratification and implementation of CEDAW.

Why CEDAW now?

- We can examine and find remedies to change the way all people in society are treated based on gender.
- We can create strategies that move beyond single identity to encompass intersecting identities.
- We can hold our government accountable to a standard that will secure our rights.
- We will be able to make clear, consistent connections between the US and other countries, during a time of increasing globalization and resulting privatization.

This workbook uses the example of CEDAW as a mechanism for implementing human rights locally in San Francisco as a model. We urge you to address the needs of your community by choosing the human rights treaties or instruments that best address your local realities.

We learn from you.

Making Rights Real: A Workbook on the Local Implementation of Human Rights is a work in progress. Please tell us about your successes, challenges, and new ideas, as you work for human rights in your local

communities. To make it even easier for you to keep in touch with us about your accomplishments, we have included an update form in the back of the workbook. We look forward to hearing from you.

In solidarity,

Krishanti Dharmaraj
Executive Director
WILD For Human Rights

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We would also like to thank each person who testified, attended and helped plan the public hearing in San Francisco and who have put time and effort into making human rights a reality in San Francisco and other cities throughout the US.



WILD for Human Rights advances human rights in the United States to protect the dignity of people regardless of their identity. Therefore, we aim to end identity-based discrimination through education, advocacy, and the implementation and monitoring of human rights treaties in the United States.

Women's Institute for Leadership Development (WILD) for Human Rights
3543 18th Street #11
San Francisco, CA 94110
PH: 415.355.4744
FAX: 415.355.4745
<http://www.wildforhumanrights.org>

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As you begin using this workbook, there are some historical, conceptual and practical questions about human rights that are useful to explore. The answers to these questions will provide the foundation for bringing human rights to your local community. We encourage you to keep returning to them.

THE RELEVANCE OF HUMAN RIGHTS

What are human rights?

Human rights are the fundamental rights of each person to the conditions that allow us to express our full humanity. At this point in history, fulfilling all human rights is an ideal but not a reality. Improving the conditions of society in order to protect the dignity, well-being, and humanity of all people is a guiding principle of the human rights movement.

Human Rights are:

- ***Universal***

Human rights belong to everyone. Across national borders, the same human rights standards apply equally to all people, and all governments are equally accountable for upholding these standards. This includes homeless people, undocumented people, transgender people, people living under occupation, incarcerated people, and people who, because of their status, are stigmatized by society.

- ***Interdependent***

Human rights are connected; it is necessary to uphold all rights of all people in order to protect any right. If one group's rights are violated, all people are vulnerable. Also, a person's ability to exercise her human rights depends on the simultaneous enforcement of civil, political, economic, social, and cultural rights. (For example, in order for women to lead lives free from violence, women's economic rights and right to health must be protected.) Most of the rights recognized in the US

Bill of Rights are civil and political rights, and the US government historically has given precedence to these rights over economic, social, and cultural rights.

- ***Indivisible***

Human rights are inherent to each person and cannot be taken away.

Questions for further discussion:

- How do you define dignity?
- How do you define well-being?
- What do people need in your community to express their full humanity?
- What will be necessary for individuals, organizations, corporations, and governments to fully recognize the dignity and full humanity of each person?

What is a human rights framework?

A human rights framework is a set of ideas, values, and principles that promote the dignity of all people and lead toward constructing humane conditions in society.

These values are developed through United Nations documents such as the Universal Declaration of Human Rights (UDHR) and other treaties. Human rights advocates use these values to develop strategies for change.

How are human rights standards useful at the local level?

Integrating human rights standards into your local work provides:

- **A common framework for social and political change**

The human rights framework offers a shared vision and principles.

- **A proactive value system**

Rather than responding to threats or reacting to problems, working for human rights is about creating a world where each person's humanity is respected and protected.

- **Mechanisms for accountability**

Treaties are legally binding and governments, corporations, and individuals can publicly be called upon to live up to their obligations

- **The ability to work on multiple and interconnected issues**

Because it recognizes that all rights are interdependent, the human rights framework makes connections among social justice issues and supports multi-issue organizing.

- **Minimum standards for human dignity**

Human rights treaties describe and guarantee the conditions that people require to meet their basic needs. Subsequent work by the human rights movement has been dedicated to explaining and applying these guarantees.

- **A comprehensive perspective that brings together diverse communities**

The human rights framework demands consideration of how people's identities and experiences intersect and how this intersection affects their ability to enjoy their human rights.

- **A connection to the larger, global human rights movements**

Although the human rights framework is new to many people in the United States, it is not new in the rest of the world. Community groups around the world are already using human rights language and tools to further their work. We can learn valuable strategies from them, and through collaboration we can address global issues.

Questions for further discussion:

- What are other benefits to using a human rights framework?
- What are some ways that local groups can integrate human rights standards in their work?
- What are some limitations to using human rights documents or the human rights framework?

How can we use human rights standards?

1. EDUCATION to change attitudes and behaviors.

Popular education about human rights will give people tools to understand and describe the issues of importance in their communities.

2. ORGANIZING to bring principles of social justice into your communities.

Community mobilization to uphold human rights can unify groups that are interested in working across issue areas.

3. ADVOCACY to develop and change policies and laws.

Working for policy change and human rights legislation can bring human rights to your city, county, or state.

Five ways to include human rights in your work:

1. Begin using a human rights language and framework. For example: *"Health is a human right"* or *"You have a right to an adequate standard of living."*
2. Offer a copy of the Universal Declaration of Human Rights (UDHR) to your board of directors, employer, employees, philanthropists, clients, colleagues, friends, and associates. (See Appendix)
3. Learn which human rights treaties address the issues you care about. Find out whether the US has ratified these treaties and learn about the reports that the government provided to the United Nations.
4. Connect with a human rights organization in your community and find out what they are doing locally.
5. Ask local human rights organizations (such as a local chapter of Amnesty International) for support, including a briefing or training on the relevance of human rights to the issues you care about. If you are having a difficult time finding local organizations, contact one of the national groups listed in the Appendix.

What are human rights treaties?

Also known as conventions, treaties are international documents that describe and protect human rights and explain what steps governments must take to enforce these standards. Governments must affirmatively agree to follow treaties' provisions. These are different from declarations, such as the Universal Declaration of Human Rights (UDHR), which is not legally binding, though they serve to define and set standards for human rights. Most human rights treaties emerge from the United Nations. Regional human rights treaties, such as the American Convention on Human Rights, emerge from regional organizations, such as the Inter-American Human Rights Commission.

In 1948, members of the United Nations unanimously adopted the Universal Declaration of Human Rights (UDHR). The United Nations has subsequently drafted a number of treaties — including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Convention on the Elimination of All Forms of Racial Discrimination (CERD) — with the purpose of clarifying and enforcing the principles of the UDHR and addressing the barriers to human rights faced by certain groups. Treaties are legally binding within a nation if ratified by that nation's government.

Who is responsible for upholding human rights?

- Although human rights treaties have traditionally held only governments accountable for their action and inaction, the responsibility to uphold human rights extends equally to individuals, organizations, corporations, government, and all other institutions.
- Community-based organizations and advocates, at times in collaboration with governments, have educated the public about human rights and advocated for policies that implement human rights. Ultimately, the responsibility to make human rights a reality lies with all of us.

What is CEDAW?

The United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is an international bill of rights that outlines human rights through the lens of barriers and discrimination faced by women and girls.

CEDAW, also known as the Women's Convention, provides the definition of discrimination against women and girls as:

...any distinction, exclusion, or restriction made on the basis of sex that has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

At a later stage of the document, the definition expands to include how gender-based violence disproportionately affects women.

CEDAW also asserts that women experience discrimination in all spheres, within families, communities, and government entities. For women and girls to enjoy full human rights, discriminatory barriers must be eliminated and CEDAW ensures that governments are working towards protecting, respecting, and fulfilling the rights of women and girls.

What does CEDAW do?

CEDAW provides a comprehensive description of the human rights of women, including the right to:

- health, including reproductive rights
- family
- education

- work
- an adequate standard of living
- access to decision-making
- freedom from violence
- bodily integrity
- marriage
- citizenship
- political participation

The full text is included in the Appendix.

Has the United States ratified CEDAW?

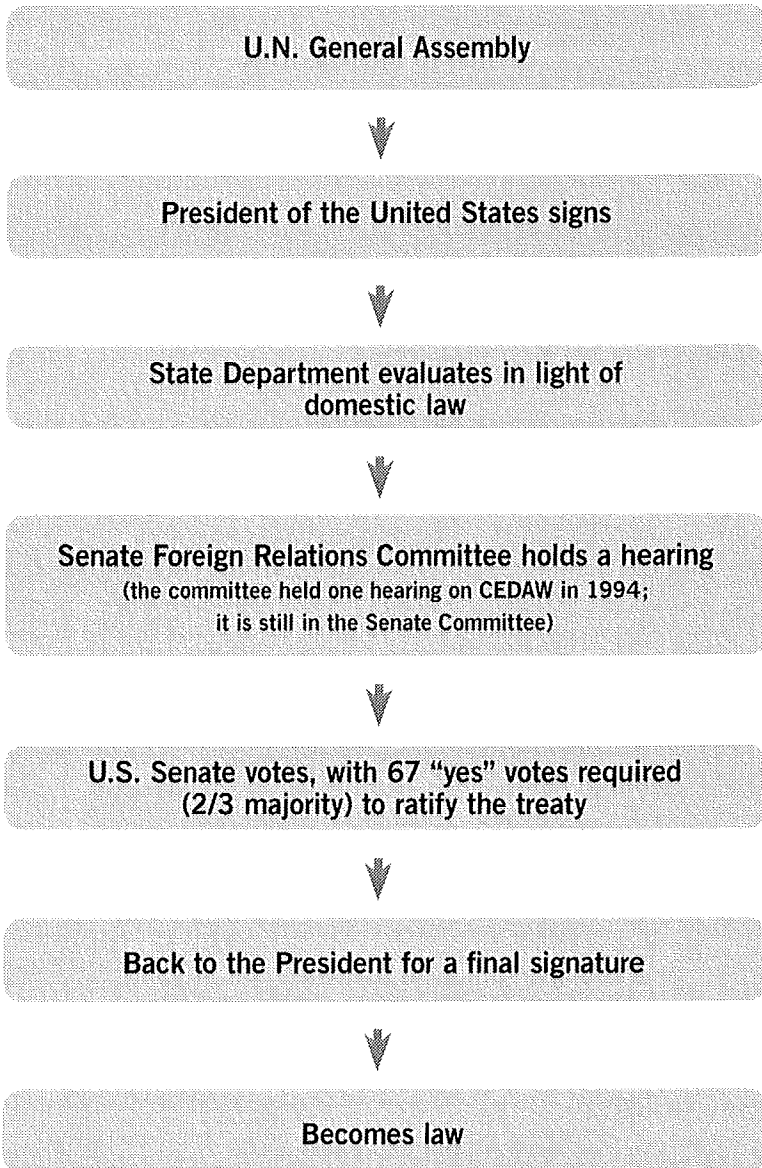
In 1979, the United Nations General Assembly adopted CEDAW and as of March 2, 2006, 183 member States have ratified this treaty. The United States remains the only industrialized country that has yet to ratify CEDAW. The U.S. signed CEDAW in 1980, which formalized its intention to adopt the convention into national law, but the treaty is still waiting for hearings in the U.S. Senate Foreign Relations Committee. Numerous US cities, counties, and states have passed resolutions urging federal ratification.

What is the difference between ratification and implementation?

RATIFICATION means that a government has taken steps to hold themselves legally obligated to the conditions of a treaty.

IMPLEMENTATION means enforcing a law or treaty that has been passed.

How does the U.S. ratify a treaty?



Why is local implementation of human rights treaties important?

The local ratification and implementation of human rights treaties bring international human rights standards into our communities, thereby allowing for the development of pro-active legislation. Local implementation ensures that such treaties will, in fact, improve the lives of communities for the long-term.

Ratification in our cities, counties, and states sends a strong message to elected federal officials and to the President that national ratification and implementation are important to their constituencies.

Enforcing human rights standards locally connects us to the global human rights movements and provides us with mechanisms to adopt successful strategies and best practices in the United States.

What are human rights with a gender perspective?

Focusing on gender means examining ways that people are treated differently and assigned inequitable roles, responsibilities, and opportunities based on the social construction of physical (or biological) sex. The role of gender still functions to subordinate and discriminate against women to the detriment of their full enjoyment of all human rights. Gender-based discrimination affects individual relationships, institutions, and communities.

Our identities and experiences — including race, class, sexual orientation, age, ability, and immigrant status — determine how we experience gender-based discrimination. The power differences assigned to gender, race, age, sexual orientation, class, ability, and other aspects of identity mitigate our ability to exercise human rights. Without fully addressing the multiple and interconnected identities of a person or community, we cannot ensure the enjoyment of human rights. Therefore, we cannot consider gender in isolation from other identities.

Traditional human rights documents and US civil rights laws have often neglected gender-based violations of human rights. In the United States, women and girls experience a range of human rights violations such as inadequate living standards, lack of access to health care, employment discrimination, gender-biased education, and violence within their families, communities, and governments.

Questions for further discussion:

- What are the differences between sex and gender, and how will this difference be significant in your work for human rights?
- What are specific ways that gender discrimination may affect people's ability to exercise their human rights?
- How might the intersection of identities, such as race, class and gender, affect people's ability to exercise human rights?

Introduction

The first step in your planning process is to create an organizational structure that will guide decisions and tasks for advancing CEDAW in your local community. The structure should be determined by the individuals and organizations working on local implementation.

Building coalitions is an integral component of implementation and engaging many people in this on-going process will ensure that your efforts will be long lasting and relevant. Those most impacted by the issues must be part of the leadership. A collaborative model will best reflect the intersection of people's identities and experiences and will ensure that CEDAW implementation reflects the needs of each community.

Bringing together community support and leadership that is informed, diverse, and committed means presenting numerous ways to get involved. In the long run, giving time to this stage will lead to a well coordinated, broadly supported, and consequently more effective implementation effort.

In this section, we offer recommendations for questions that might arise in the beginning stages. We also provide specific examples from our experience in San Francisco (see the *San Francisco Specifics* text boxes) and worksheets to help advance and define your objectives.

Topics include:

1. Community involvement
2. Identifying partner organizations
3. Building a community taskforce
4. Diverse leadership
5. Young women and leadership
6. Maintaining a strong task force
7. Working in a coalition
8. Government efforts for implementation

COMMUNITY INVOLVEMENT

By creating numerous levels of involvement in a coalition, you will be able to include people with varying resources and time. We found the following three tiers of involvement to be most effective:

1. Take the lead as a *partner organization*. Partners have the largest stake and make the biggest commitment of time, money, and resources to the effort. They are the key decision-makers on an on-going basis. It is best to have a maximum of five partner organizations in order to maintain clear communication and accountability.
2. Join the *taskforce*. Taskforce members hold regular meetings and make strategic decisions along with the lead partners, play a key role in organizing public hearings and other events, speak publicly about CEDAW, and run community trainings. This is an action-based coalition made up of community leaders.
3. Serve as *supporting organizations and individuals*. Community supporters endorse the efforts of the partners and taskforce and communicate with their constituencies about CEDAW. They may act as spokespeople in their communities, provide forums for taskforce members to speak about CEDAW, write newsletter articles, or simply lend their names to your effort.

WORKSHEET no. 1

List ten ways you imagine community groups and individuals can contribute to the implementation of CEDAW where you live.

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

IDENTIFYING PARTNER ORGANIZATIONS

Partners must have the institutional strength and commitment to be part of a cutting-edge process. They must have a vision and a stake in making it happen.

What criteria can be used to identify partner organizations?

- Able to devote time, money, and resources (including personnel)
- Relatively equal and significant stake, investment, and commitment
- Able to make key decisions weekly and on an on-going basis
- Connected to or have deep knowledge of community concerns and priorities
- Able to disagree without jeopardizing the process
- Mutual trust with other partners (or desire to create that trust)

How do partners share the work?

One or more of the partner organizations should take the lead in your CEDAW effort. It is important to decide which group(s) will act as the lead, or information clearinghouse, in order to maintain accountability. If possible, two organizations should share the lead, which means sharing the work.

WORKSHEET no. 2

List five principles and purposes of working together that you think partner organizations should share.

1.

2.

3.

4.

5.



San Francisco Specifics:

In San Francisco, WILD for Human Rights sought partnership with Amnesty International, The Women's Foundation, La Casa de las Madres, and the Commission on the Status of Women.

Amnesty International provided a large constituency, leadership for national ratification, and credibility as a global human rights organization. The Women's Foundation, a part of the philanthropic community, provided access to community organizations, an interest in policy-making, and credibility. La Casa de las Madres, a direct service provider for survivors of domestic violence, worked with one of the populations directly impacted by the ordinance. The Commission on the Status of Women was an ally inside city government that could move forward implementation. All of these organizations engaged in developing key strategies.

WILD for Human Rights offered vision and expertise about the human rights of women and girls in the United States. WILD for Human Rights spearheaded the process by setting meeting agendas and schedules, advancing communications, leading the administrative work, fundraising, developing media contacts, and offering trainings.

BUILDING A COMMUNITY TASK FORCE

Task force members participate in monthly meetings, play a key role in organizing public hearings and other events, and run community trainings. This is an action-based coalition made up of community leaders.

How do you build a community task force?

1. Identify and contact people who are making decisions (e.g. executive directors, board members, city officials) in programs and organizations that serve women and girls or work against gender discrimination. Schedule one-on-one meetings with them to discuss CEDAW and examine its relevance to their work.

2. Design a workshop that addresses the questions:

- (1) Why human rights?

- (2) What is CEDAW?

- (3) What steps can we take to ameliorate policy?

The introductory section, "Getting Started," of this manual offers a few answers to these questions. Prepare to hold on-going trainings for your task force.

3. Contact community groups. Offer them ways to support the effort and invite them and key decision-makers to a workshop. If communicating through letter or e-mail, follow up with a phone call.
4. Once the group or organization has attended a workshop, invite them to join the task force.
5. Based on need and your strategic timeline, form ad-hoc subcommittees to do outreach, media work, event planning, and training.
6. Identify what skills and information taskforce members need to be most effective (e.g. media advocacy, city politics, public speaking) and design on-going trainings for the task force.

What are criteria for task force members?

- Believe in human rights for all people
- Participated in a CEDAW workshop
- Able to meet monthly for decision-making meetings
- Dedicated to the goals of the task force
- Connected to a community that will be directly impacted by the ordinance



San Francisco Specifics:

An important element of our work to implement CEDAW in San Francisco was to develop a strong coalition of government, community-based, and public-interest organizations to support education and advocacy efforts. This task force provided guidance and support (trainings, outreach, public hearing planning, and education), and worked on the process of drafting and passing a city ordinance to implement CEDAW. Any individuals or groups who attended a monthly CEDAW workshop could choose to join this task force.

DIVERSE LEADERSHIP

An ideal coalition represents your community's diversity as well as a variety of skills and knowledge. Your coalition might include:

- Direct service providers
- Youth
- Community members and institutions that have demonstrated a good analysis of race, immigration-status, ethnicity, sexual orientation, age, ability, and class, and who represent such diversity
- Individuals and groups with a primary interest in improving the lives of women and girls
- Faith-based community groups and individuals
- Individuals and groups whose lives are directly impacted
- Individuals who are primary decision-makers in their communities
- Individuals and organizations with legal and policy expertise and experience, especially in human rights and civil rights law
- Individuals who are closely tied to city politics and the mayor's office
- Strategic thinkers

WORKSHEET no. 3

List the names of groups or individuals to contact about the coalition, for each of the following:

1. Directly impacted individual/groups

_____ ☐ Contacted
_____ ☐ Contacted

2. Community members/institutions

_____ ☐ Contacted
_____ ☐ Contacted

3. Individual/groups working on rights of women & girls

_____ ☐ Contacted
_____ ☐ Contacted

4. Direct service providers

_____ ☐ Contacted
_____ ☐ Contacted

5. Youth

_____ ☐ Contacted
_____ ☐ Contacted

6. Faith-based community groups/individuals

_____ ☐ Contacted
_____ ☐ Contacted

community coalition list

7. Community decision-makers

_____ ☐ Contacted
_____ ☐ Contacted

8. Individuals/organizations with legal & policy expertise

_____ ☐ Contacted
_____ ☐ Contacted

9. Individuals connected to city government

_____ ☐ Contacted
_____ ☐ Contacted

10. Strategic thinkers

_____ ☐ Contacted
_____ ☐ Contacted

11. Additional names

_____ ☐ Contacted
_____ ☐ Contacted
_____ ☐ Contacted
_____ ☐ Contacted
_____ ☐ Contacted
_____ ☐ Contacted

Suggested steps for forming coalitions:

1: Orientation

Provide substantial information about positions and roles as well as information about key organizations and issues to all taskforce members. Offer a complete list of responsibilities and expectations. Identify one or two people they can speak to about problems they experience with the coalition or other members.

2: On-going Training

Provide human rights and intersectional analysis training for all of the taskforce members as part of the regular meeting schedule. Provide initial and on-going training in leadership skills, including public speaking, strategy, advocacy, facilitation, and decision-making.

3: Meetings

Be sensitive about meeting and workshop times. It may be difficult for working women and women with children to meet during weekdays or at other times. Ask about members' schedules and time constraints.

4: Childcare and Transportation

Assume that you will need to provide childcare during your meetings and other events. Hold meetings in locations that are easily accessible to public transportation. Foster an organizational commitment to reimburse or provide stipends to low-income women and youth.

5: Communication

Cultural differences often include different communication styles. Create facilitation and meeting structures (e.g. ground rules for discussions) that ensure that all voices are heard and that there is space for anecdotes, conflict-resolution, and relationship-building.

6: Decision-making

Avoid the oversight of assuming that the interest of the “majority” is that of the entire group, particularly when identifying which priority issues to work on. Build decision-making structures that encourage participation.

YOUNG WOMEN AND LEADERSHIP

By including young women in every step of the process, you will ensure that their particular needs are addressed and their strengths are utilized. Below are steps for successfully involving young women in the decision-making process.

1: Orientation

Provide background information on the position you are asking young women to fill, as well as information about key organizations and issues. Offer a complete list of responsibilities and expectations and identify one or two people to whom young women can bring concerns or suggestions about their experience.

2: On-going Training

Provide initial and on-going training in leadership skills such as public speaking, human rights, facilitation, decision-making, and strategic planning.

3: Visible Leadership

Offer young women leadership roles in project design and implementation. Trust them to be the experts on their own communities and issues. Provide public speaking opportunities and ask them to chair or facilitate meetings. Create meeting structures that

encourage everyone to speak. Integrate young women into all areas of decision-making, not just those issues affecting young people, while holding them accountable for leadership follow-through.

4: Outreach

Involve young women in the recruitment of new youth participants. They will know how to reach out to other young women.

5: Train Adults

Train adults on how to respectfully interact with young women without being patronizing. Describe a clear line of supervision or support, so that everyone knows who is responsible for providing feedback to young women. Address sexual harassment as something that happens more frequently to young women. Check back with young women to see that the coalition's environment is comfortable for them.

6: Intergenerational Partners

Foster structured, one-on-one relationships between young women and adults. Promote an atmosphere that is open to two-way learning, and be aware that young women will often have new perspectives.

7: Peer Support

Involve two or more young women in the work of the coalition, so as to help them to feel supported and confident in their positions.

8: Accommodate

Respect a young woman's need to prioritize commitments such as education, social life, and family, particularly in the case of young mothers. Recognize young women's financial and transportation constraints while ensuring that they remain responsible for their commitments.

9: Compensation

Foster an organizational or governmental commitment to compensate young women for their work.

10: Create Space

Create physical and practical space to prevent marginalization of young women's voices and projects. Place young women on meeting agendas. Create office space for their work.



San Francisco Specifics:

Although a number of young women were members of the taskforce, the partner organizations felt that extra effort was needed to ensure that young women were effectively included in strategy development and not relegated to administrative work. We wanted young women to be valued contributors for a variety of reasons. First, since the San Francisco CEDAW Ordinance would impact young women and girls, we believed that their voices had to be part of the decision-making process. More importantly, young women can make valuable contributions about both strategy and substantive aspects of the law. The taskforce ensured that young women held decision-making positions and that their contributions were encouraged and respected. In addition, all taskforce members were expected to assist with administrative work.

When organizing the public hearing in San Francisco, the youth on the taskforce played a central role in identifying and confirming speakers and coordinating the logistics. At the hearing, one young woman gave testimony about her experience with sexual

harassment in a local high school, and one of the youngest members of the taskforce was one of two community members who served as an expert panelist. Young women were involved in the development of public hearing and training materials. They worked on advocacy and outreach, and held vital roles during the implementation stages.

MAINTAINING A STRONG TASK FORCE

Maintaining a strong task force requires clarifying structure, purpose, and commitment. Consider the below questions along with your partners and taskforce coalition:

- Why is it important to build broad-based community support for local CEDAW legislation? Why is public support important?
- What would make it easy for people to join?
- How should internal decisions be made?
- What are the different roles and who would be best suited to fulfill each one? How will you assign tasks and set up a structure for accountability? Do you want to create and document these agreements in writing?
- For each member of the task force: What is your stake in doing this work? How will you or your community benefit? Why are you here?
- What is the process for incorporating new members and making sure they are immediately updated on the status of the work?
- Would you like the taskforce to exist after your implementation effort is successful? If so, for what purpose? How will you formalize a process of continued interaction (e.g. meetings, community outreach, and similar activities)?

Potential topics for ongoing task force trainings and discussions:

1. How does the task force address issues based on gender, race, class, age, sexual orientation, ability, religion, nation, and other aspects of identity, in both the structure and process?
2. How does your city operate? Where are the pressures and points of power? How does an ordinance pass locally?
3. What media sources reach diverse constituencies in your communities?
4. What skills do you need in order to make the best decisions?
5. What communities are not currently represented and what should be put in place to include them?

WORKSHEET no. 4

List three trainings you would like to attend or organize as a taskforce:

1

2

3



San Francisco Specifics:

We made it a priority to develop strong working relationships among all taskforce members because the taskforce included community members from a variety of backgrounds as well as representatives from both government and community-based organizations. The tension between government and community groups proved to be the most significant. We found that this tension gave us advance warning about issues that could be contentious, and we were then able to formulate responses and/or revise our policies in order to have a smooth process. As a result of our public/private partnership, we discussed the most acrimonious issues prior to meeting with groups outside our coalition. Thus, we were ultimately able to use internal conflict resolution processes to strengthen our coalition's presentation.

Once the community taskforce was formed and had established workshops to continue recruiting new members, the next step was to maintain unity and effectiveness within the coalition. We held monthly meetings to evaluate strategy on CEDAW education and implementation, plan CEDAW trainings, discuss outreach to communities, and plan a public hearing. These meetings provided regular interaction between taskforce members, allowing us to develop relationships, learn about different activities and organizations around the city, and become comfortable with the various working styles that we would encounter in our pursuit of CEDAW implementation.

WORKING IN A COALITION

The best strategy is to be prepared for miscommunication and to use mutual respect as an overarching goal.

When working in coalition with community-based organizations and government agencies, both challenges and strengths will emerge as these groups join their mandates and constituencies. Below are a few guidelines for collaboration.

Tips for community-based organizations that are working together:

1. The work of one group or type of organization (e.g. direct service, policy, litigation, etc.) is not more important than that of another. We all have a part in strengthening human rights. It is critical to incorporate groups that represent various approaches.
2. Strategically decide who should have a prominent role at any given time. Allow for the roles to shift over time.
3. Every meeting (internal and external) should include someone who is thoroughly knowledgeable about CEDAW and understands the possibilities for local, practical applications of CEDAW.

Tips for community-based organizations working with government agencies:

1. Remember that the strength of your coalition is based on the number and diversity of people you represent. Constituencies can attend events, such as public hearings, to demonstrate your strength.
2. The government is there to serve you and those you represent; the city is working for you. Keep this in mind particularly when negotiating ordinance language. The size of your constituency will again become relevant.

WORKSHEET no. 5

What are the difficulties of collaboration with:

Community-based organizations

Government Agencies

What are the strengths of collaboration with:

Community-based organizations

Government Agencies

3. Government commissions, in particular, are in a unique position to be a broker between public-interest groups and government. CEDAW can also bolster women's commissions' positions in government because it strengthens the city's mandate to redress gender discrimination.
4. Ensuring representatives from your organizations or community in government positions, for example on commissions, will create a long-term presence in the city.

A note about working with the private sector:

The private sector is playing an increasingly large role in people's lives. You may want to consider doing outreach, including workshops, for local businesses or inviting representatives to join your taskforce. Chances are that, as with governments, community groups and for-profit corporations will not be familiar with each others' work and will need to take time to become more knowledgeable. Seek out individuals in business who have a strong tie to community work. Since most multinational corporations negatively impact the lives of women in the US and globally, we urge you to make decisions wisely via extensive research. In San Francisco, there was no corporate involvement. However, the small business community did participate, particularly women-owned businesses.

GOVERNMENT EFFORTS FOR IMPLEMENTATION

This section is directed to public officials, government offices, and city commissions that have an interest in working on local implementation, but would also like more information. In particular, this section will provide suggestions for government bodies that are interested in collaborating with community-based and public-interest organizations to achieve your goals.

Why should government groups pursue local human rights implementation?

Much of government, like many other sectors, tends to be fragmented. A city such as San Francisco (pop: 800,000) has approximately fifty departments and commissions that act with individual mandates and separate budgets and leadership, albeit under the Mayor's Office.

A human rights framework provides a lens through which different departments can view their work as part of a whole. CEDAW in particular provides a gender lens as part of a larger, common vision that brings principles of international human rights to your city. Through this process, you will learn how to meaningfully address the needs of women and girls. Women's commissions are often well-positioned to take a lead role, bring in other government entities, and provide access to city decision-makers who can effect change.

Why partner with community-based organizations?

Change at the government level occurs slowly. Points of collaboration with community groups provide creativity and offer different models of work. Partnering brings credibility to the process and ensures that the work is grounded in the needs of the community. In order to have credibility, to make sure programs relate to community needs, and to carry out effective actions, you need the backing of non-governmental organizations and their constituencies. Government can play a unique role in collaboration by convening people for discussion and action in official and semi-official forums.

Tips for government groups working with community-based organizations:

1. Let the community know you are there to support them and their needs.
2. Become familiar with the basic substance of their work. For example, what are the issues that groups are pursuing? Through research and

by attending local events, you can become familiar with the ideas and innovations of community groups.

3. Gain an understanding of how community-based organizations function (e.g. how they are funded).
4. Not every community group is policy-oriented or understands the workings of city government. This may be a learning process for all those involved. If community groups understand government — not just the mechanisms but who the important staff and aides are — they can use government channels more effectively. Government members of a community taskforce may want to consider providing this training.
5. Know where your accountability lies. Communities are both your allies and your conscience.

Training community members about human rights is an integral part of a strategy to improve the lives of women and girls. In order for CEDAW to have a concrete impact, it is important to build a constituency of advocates and activists who understand the document and can apply its principles to their work. The grassroots adoption of the tenets of human rights must occur before CEDAW can be used as the blueprint for meaningful changes in government policies. You can begin the implementation process by leading monthly workshops on CEDAW for local activists, educators, community organizers, and city officials.

This section offers a summary of workshop goals and recommendations for planning and content. It also includes a case study from San Francisco and a sample workshop agenda.

POSSIBLE GOALS FOR CEDAW WORKSHOPS:

1. To educate groups, individual community members, and city officials about human rights and CEDAW.
2. To convene groups and individuals who can strategize about ways to integrate the values and principles of CEDAW on a local level.
3. To prepare the taskforce members and other affiliate groups to effectively promote the CEDAW process and testify at public hearings.
4. To provide an entry point for taskforce participation.
5. To gather information about how CEDAW could improve the lives of women and girls, through exercises and documentation.

RECOMMENDATIONS FOR CEDAW WORKSHOPS

Structure

- Reserve time at each taskforce meeting for the trainers to debrief about that month's workshop in order to share what did and did not work.
- Through a "training of trainers," prepare a team of people from a variety of backgrounds to lead the workshops.
- Create a monthly schedule that identifies dates and trainers for each workshop.
- Conduct workshops regularly (monthly or bi-monthly) in order to bring new people into your taskforce.
- Invite a diverse range of participants including direct service workers, community-based organizations, policy and advocacy groups, and government staff to attend the workshops.
- Go out into the community to do workshops (e.g. for the entire staff of an organization, at a community center or a local college). This may mean doing workshops more frequently.
- Ensure attendance through RSVP's and direct outreach. A workshop for twelve is more productive and lively than a workshop for two.
- After the workshops, follow up with people and organizations that attended. Send them information about taskforce meetings, public hearings, and advocacy opportunities.
- Provide issue-focused workshops (e.g. women's health and CEDAW), but always make sure that you relate the issue to other conditions that impact women's lives (e.g. how health is related to violence, economics, education, and political participation.)

Content

- Before presenting workshops or building a taskforce, it is important to be familiar with CEDAW and human rights. See the “Getting Started” section of this workbook for more information.
- Identify your audience and outline effective, audience-specific messages. You may want to develop two or three models for specific audiences (e.g. youth, businesswomen) and different venues (e.g. shorter/longer time, location).
- Be realistic about treaty implementation. Do not make promises about CEDAW or about what your government cannot or will not deliver.
- Present the benefits and limitations of the human rights framework.
- Create interactive exercises that combine information with hands-on learning.
- Always connect the content to issues currently faced by the community. Use examples from daily, local news sources or community organizations to make real-life connections to CEDAW (e.g. bring newspaper or magazine articles to illustrate your points). Ask participants to share information about issues in their community.
- Before a workshop, create suggestions for concrete actions for the participants.
- Make time to access the participants’ interests, skills, and contacts.



San Francisco Specifics:

Through the coordination of WILD for Human Rights, the taskforce offered monthly workshops on CEDAW to advocates and community organizations serving women and girls. A minimum of two taskforce members facilitated each four-hour workshop. In order to recruit workshop participants, WILD for Human Rights distributed a mailing to individuals and organizations from the partner organizations' mailing lists. The mailing included a brief description of CEDAW and a statement about the taskforce on the letterhead of the Commission on the Status of Women. It also included a form that asked for individual or organizational endorsement and it gauged their interest in attending a free CEDAW workshop.

Interested individuals returned the form to WILD for Human Rights, and a staff member then called them and signed them up for the appropriate workshops. We found that a number of people were interested in attending but were unable to come on weekdays. In response, the taskforce began to offer Saturday workshops.

For our very first workshop, WILD for Human Rights brought together twenty-four women from the Bay Area for a two-day training. The participants were working in three issue areas: violence, economic justice, and health. The workshop attendees became the first taskforce members. The two primary organizing questions for this training were:

1. How does CEDAW relate to our lives, work, and communities?
2. How do we make policy or impact existing policy based on international human rights standards?

Members of the taskforce who were familiar with CEDAW and had done similar workshops in the past facilitated the initial workshops. However, it soon became clear that the burden of preparing the agenda and handouts, confirming the attendance of participants, and coordinating the four-hour workshop fell on the same people every month. In response, we decided to have a training of trainers.

The training of trainers was an extensive, eight-hour training for members of the taskforce facilitated by Krishanti Dharmaraj, Executive Director of WILD for Human Rights. At the end of the training of trainers, the trainees reviewed the upcoming schedule of workshops and signed up in pairs to facilitate at least one of these workshops. Each pair was responsible for creating an agenda and selecting handouts. The workshops were held in the shared offices of The Women's Foundation and WILD for Human Rights. WILD for Human Rights continued to be responsible for confirming attendance and ordering food.

Attendance at each workshop ranged from two to fifteen people, with an average of six participants. The participants were predominantly women from local organizations that served women and girls, attorneys, union members, people involved in city government, and activists involved in a number of issue areas ranging from immigrant rights to the rights of sex workers.

While the style of the workshops and the agenda depended largely on the facilitators and the audience, they almost always began with an exercise that focused on the participants' personal experiences with rights violations and their knowledge of human rights. A sample agenda is included below.

The second section of the workshops included an overview of human rights instruments, the national human rights movement, and the global women's human rights movement. Participants learned about:

- The structure of the United Nations
- The origins of the women's human rights movement
- The United Nations Decade for Women
- United Nations conferences and other treaties that impact the lives of women and girls

The next part of the workshops focused on CEDAW, including the historical background of the treaty and information about the United States involvement in the writing and signing of the Convention. Workshop facilitators went through each article in the treaty and asked participants to identify its relevance to the local community. General topics such as enforceability and the role of the United Nations CEDAW committee were also covered. The participants were able to reflect on the convention and discuss how the articles speak to particular problems in the US such as welfare reform, anti-affirmative action measures, and resistance to same-sex marriages.

The workshops often concluded with a discussion about the potential relevance of CEDAW to the lives and work of the participants. The trainers encouraged participants to think about how to implement the language and values of CEDAW in their current work and communities. Strategies for national ratification as well as information about the local implementation process were shared with participants. All of the participants were encouraged to join the taskforce.

The monthly CEDAW workshops helped push forward the local process in two key ways:

1. Participants joined the taskforce and became members, bringing new skills or specialized knowledge to the group.
2. The workshops served as a platform to inform community members about CEDAW and its possible applications. Because many of the participants came from community-based organizations, the taskforce gained support and/or sponsorship for the public hearing.

CHALLENGES

We encountered a number of challenges when providing CEDAW workshops in San Francisco. They are listed here to help you anticipate similar challenges.

- Outreach: Identifying individuals and groups to attend the workshops.
- Canceling workshops due to lack of interest or attendance by fewer than three people.
- Finding time for training teams to plan their agendas and workshop format.
- Ensuring that people trained to lead workshops actually did so.
- Covering a substantial amount of material in a four-hour workshop.
- Following up with workshop participants.

Suggestions for addressing challenges:

1. Draw on the taskforce members and your community base to recruit workshop participants.
2. Find convenient times to hold the workshops for working people, including evenings and weekends. Be flexible about the number and timing of workshops.
3. Establish a system of accountability for workshop planning. You may want to ask one or two people from a partner organization to take responsibility for scheduling and planning workshops. Their responsibilities would include following up with people who have been trained to lead workshops, creating the workshop schedule, and keeping track of how many people plan to attend workshops.
4. Set up a database of workshop participants that will help you follow up with them.

Communities can use policy changes informed by the principles of human rights in local schools, membership organizations, and governments to hold these and other institutions accountable to human rights standards. Building relationships, doing public education, and making policy changes are all aspects of implementation that make rights a reality. There are many creative ways to bring the ideas of the human rights framework into social change efforts in your local communities. Your particular goals, and the context in which you are working, will determine your implementation strategy. This section offers some suggestions based on our particular strengths and experiences in San Francisco.

Topics:

Meeting with public officials

Passing a resolution

Public hearings

Achieving a city ordinance

Case Study: The Drafting Process in San Francisco

MEETING WITH PUBLIC OFFICIALS

Why are meetings with public officials important?

Meetings with public officials are necessary to determine who your allies are and to identify other relevant or opposing policies or legislation. Through meetings, you can collaborate and move forward with public officials who share your ideals and dialogue with those who do not.

How can we identify allies?

Members of your taskforce who work closely with or are part of government will be the best source for contacts. If none of your organizers have government contacts, you will want to meet with the heads of government

commissions to discuss CEDAW and attend meetings of key commissions to determine which ones might pass supporting resolutions. (In San Francisco, eight commissions passed resolutions prior to the public hearing.) You may also want to organize a presentation for your women's commission, human rights commission, or civil rights commission.

For the governing body of your city (e.g. City Council.), you can also get voting records from the previous year's meetings in order to determine which officials are most likely to support your work. Eventually, you will want to include government representatives on your taskforce or find allies inside government agencies (e.g. The Women's Commission).

Even though you will make many contacts through your taskforce and government partners, the time will almost certainly come when you have to meet with a government official you do not know.

Checklist for meeting with new government officials:

- Do your homework on who they are and what they care about. Tailor your meeting to highlight the relationship between your work and their interests.
- Contact them through e-mail when asking for a meeting, describing why you want a meeting and whom you represent.
- Call to follow up and make an appointment; call again the day before the meeting to confirm.
- Create an agenda before you go that addresses what you want from that person specifically. Prepare to say what you need from them in fifteen minutes (or calculate for half the time allotted, since they may be pulled out of the meeting). What you want depends on where you are in the process.
- If you bring a large constituency, not more than 2-3 people should speak. Coordinate talking points for each speaker ahead of time. Others can speak when necessary.

- Be specific and clear. Ask for what you want as politely as possible.
- If the person you meet with will not give you a definite answer about whether they support you (i.e. how they will vote), make sure to ask, "When can we expect a decision to be made?" A definite answer is what you need.
- Pay attention to the words and body language of their staff, particularly their most influential aides. In legislators' offices, aides will follow up with you, and they are the people you should stay in touch with. Get business cards.
- Immediately after the meeting, write a thank you letter that reiterates any promises or agreements made in the meeting.
- If you did not get commitments, follow up with a phone call or letter in about a week.

WORKSHEET no. 6

List of government officials to contact:

1. Name _____ Phone _____

Email _____ Contacted ☐

Date/time of mtg. _____ Follow up ☐

2. Name _____ Phone _____

Email _____ Contacted ☐

Date/time of mtg. _____ Follow up ☐

3. Name _____ Phone _____

Email _____ Contacted ☐

Date/time of mtg. _____ Follow up ☐

4. Name _____ Phone _____

Email _____ Contacted ☐

Date/time of mtg. _____ Follow up ☐

5. Name _____ Phone _____

Email _____ Contacted ☐

Date/time of mtg. _____ Follow up ☐

When meeting with government officials:

- Be direct but not abrupt.
- Do not give unfounded information or name-drop.
- Always know your bottom line and how much you are willing to negotiate.
- If you do not know something, admit it and offer to research only if you have the capacity.
- If you promise something, deliver it.
- Offer a brief list or single page of information that reflects your talking points.
- Dress professionally.
- Be courteous.
- Remember who you are representing and accountable to.

What should we know before meeting with someone to ask for their support?

1. What is their relationship to other government officials?
2. Are they in a leadership position?
3. What issue areas are they interested in professionally?
4. What are possible connections among these interests and CEDAW?
5. How have they voted on related issues?
6. What are their personal interests?
7. What communities are they part of or have an affinity for?
8. Do you know anyone in common?
9. With what social and religious institutions are they associated?
10. Do they have school-age children?
11. What did they do before they ran for office?

What should we ask for?

You may be asking for their vote, presence at a meeting, a call to the mayor, to urge budget changes, or to add their name to a list of supporters. What you ask for depends specifically on what you are trying to accomplish at that point in time. In general, you are usually seeking a long-term relationship.

PASSING A RESOLUTION

What is a resolution?

A resolution is a declaration about what a city's elected leadership wants to say or see happen. It is not legally binding, but it will tell you where officials stand. A resolution is a very important first step for several reasons:

- Passing a resolution is a first step towards passing an ordinance, providing a foundation on which to build.
- Because a resolution is not legally binding, although it does include a philosophical commitment, and does not involve a monetary commitment, it is not too threatening for opponents.
- Local resolutions send a message to national government, especially the US Senate, about how people feel about CEDAW and how important national ratification is.

Refer to the sample resolution in the Appendix.

Who writes a resolution?

The process differs by locale, but in general a government body drafts the language of a resolution to be approved by the city council, the

county board of supervisors, or state legislature. The resolution is usually introduced by an individual city council member and is drafted by their aides and legal staff. Community-based and public interest organizations can influence the process but do not actually write the text. You will want to research whether the legislator has done work on women's rights or human rights in the past and whether they have the credibility and integrity to represent a resolution on CEDAW.

City departments and commissions can strengthen the foundation for a resolution by passing department-specific internal resolutions. You may want to obtain a list or minutes of all commission meetings during a three-month period and identify those you want to work with to pass resolutions. Eventually, you will need to attend these commission meetings and make public comments encouraging the passage of a resolution on CEDAW. It is important to include a variety of commissions in this process, not just those that are staffed by greater numbers of women. Choose commissions carefully to recognize their work on relevant issues and to select those with influence.



San Francisco Specifics:

Rather than conducting individual meetings with city commissioners, the Commission on the Status of Women brought together women commissioners throughout San Francisco for a briefing on CEDAW. These commissioners then supported the resolution in their commissions.

In San Francisco, the San Francisco Board of Supervisors unanimously passed a resolution that supported the United States

ratification of CEDAW and committed itself to the implementation of CEDAW within the City and County of San Francisco. This initial resolution was what enabled representatives from the taskforce to encourage the city to truly integrate the standards of CEDAW through a city ordinance.

PUBLIC HEARINGS

A public hearing for elected and appointed officials is one of several possible means of reaching large numbers of people and demonstrating broad community support.

Public Forums

- **Public hearing:** A city office or department provides an opportunity for members of the public to address them, testify, make specific recommendations, and ask for change.
- **Briefing:** A panel of experts presents recommendations on a specific issue to a city commission or department.
- **Town hall meeting:** Provides a place for people to gather, talk, and express opinions on a topic.

Questions to ask as you are beginning to plan a public forum:

1. Who is your primary audience? Why?
2. Who is your secondary audience?
3. What do you want from your audiences?
4. What kind of support or decisions do you need?
5. Which public forum is most effective or familiar for your audience?

6. Where are you in your overall implementation timeline?
7. How much time do you have before you need to reach your audience?

What are the goals of a public hearing on CEDAW?

- Demonstrate the relevance of human rights and CEDAW to local communities
- Increase awareness and document systemic discrimination faced by women and girls
- Provide public education about women and human rights
- Obtain commitments of support from officials
- Create a forum for public officials to display their commitment to human rights

Remember: a public hearing is not the end but only a forum that can be used as the means to change.



San Francisco Specifics:

The taskforce decided to coordinate a public hearing before the San Francisco Board of Supervisors as a means of educating policy-makers and other decision-makers about the human rights of women and girls in San Francisco and hold them accountable to protecting these rights. In most US cities, a public hearing would be before the City Council. Because San Francisco is both a city and county, the Board of Supervisors is our elected decision-making body. The hearing facilitated a public exchange of ideas and demands between community members, service providers, advocates, and city officials. It highlighted the relevance of

CEDAW in people's lives and the systematic discrimination faced by women because of their gender. We asked the panelists to provide their reflections and thoughts on what they heard during the testimony. This led them to commit publicly to uphold the principles of CEDAW by implementing its standards through gender analysis and integration in employment, service delivery, and allocation of funds.

Many of the taskforce members had witnessed first-hand how women's groups from around the world use hearings and tribunals to ensure that their voices are heard by those who make the decisions that affect the lives of women and girls. We chose a public hearing because the city government is familiar with this form of community expression, and it enabled us to reach a broad constituency who either attended or watched the hearing on public access television.

When should we hold a public hearing?

- Determine how long key public officials and decision-makers will be in office. If possible, time your hearing so that most of your key supporters will be in office at least six months after the hearing date. (City commission members are usually appointed by the Mayor)
- Determine when you should not hold a hearing. For example, make sure the hearing is coordinated with budget cycles and election cycles. Never hold a public hearing right before elections or in the middle or end of a budget planning process.
- Make sure the hearing falls within a month of a key strategic moment related to your overall implementation timeline and also keeping in mind community activities and schedules. For example, choose strategic times coordinated holidays and events, such as Black History Month in February, International Women's Day, on March 8, Gay Pride

in June, Domestic Violence Awareness Month and Indigenous People's Day in October, or Human Rights Day on December 10.

- A hearing can happen at different points, such as when you are ready to pass a resolution or after a resolution has been passed and before a vote on an ordinance.

Who should attend a public hearing?

Overall, the answer to this question has to do with what you are looking for from your audience and from key-decision makers.

1. **Government:** Who do you want to be there from government, based on what you want to accomplish (e.g. 2/3 of Board of Supervisors, the powerful city departments and those that impact the lives of women and the budget)? Who are the decision-makers? If your top choices can't make it, do you want members of their staff to attend?
2. **Experts/panelists:** Who are the officials or members of the public you will select, who will listen to and comment on the testimony? Who will listen to what people have to say and to the recommendations the community is making?
3. **Testifiers:** Who are credible community members and advocates who can provide accurate, focused, and concise testimony?
4. **The Public:** Whom do you want in the audience? What constituencies can you bring through working with your community supporters and doing media outreach?

Experts: Who should we invite to be the panelists at a public hearing?

Panelists can make commitments on behalf of their organizations or role in the community, and will bring back information to the communities they work in. You may want to consider selecting:

1. Monetary decision makers (e.g. elected officials, the Chair of the Budget Committee)
2. People who can implement CEDAW (e.g. heads of city departments)
3. Allies



San Francisco Specifics:

In San Francisco, we asked all of the members of the Board of Supervisors to be present at the public hearing and to support and pass the resolution.

Testifiers: *How should we select and prepare public hearing speakers*

1. Ask community leaders to speak who are working on specific issues that demonstrate the relevance of CEDAW. Some of them may have attended a CEDAW workshop and may be part of your taskforce. Also ask taskforce members to identify individuals and organizations that should participate. Include both advocates and service providers.
2. Call and ask them about their work, areas of expertise, and what issues are important to them.
3. Based on this conversation, send them a letter and information about which CEDAW article they will be addressing. Also include contact information for taskforce members; the more information you provide the better.
4. Keep in close touch, especially right after they receive the letter and information and on the day before the hearing. If possible, meet with them in person. Inform them about what you want from the city officials. In some cases, you may want to run through their testimony

with them and talk with them at length about how to link their testimony specifically to CEDAW.

5. Ask beforehand what recommendations people plan to make so that they are consistent with your goals; don't ever assume that you know their position.



San Francisco Specifics:

In San Francisco, the taskforce created sub-committees in three issue areas with local relevance: violence, health, and economic justice. Each of these committees was responsible for selecting five speakers from the community. They spent about two months researching their issue and recruiting speakers.

Although some of the people who were asked to speak at the public hearing had attended a CEDAW workshop, most were unfamiliar with CEDAW. To make sure that every speaker felt comfortable addressing their topic in relation to the relevant article of CEDAW, staff members at WILD for Human Rights spoke with them at length about women's human rights and CEDAW. Staff also sent them a form that verified the topic and CEDAW article they were asked to address (see Appendix) as well as a copy of the full treaty with relevant articles highlighted.

At the hearing, many of the speakers specifically indicated somewhere in their statement that they were addressing a particular article from CEDAW, and most of them presented specific recommendations.

Public: *How do we get the public involved in public hearings?*

Encourage all of the community groups that signed up to support CEDAW to send people. Ask the testifiers to bring other people from their organizations. Invite community groups that you think will support CEDAW in the future. You may want to ask supporters to wear buttons or ribbons to show their support. You also should consider to what extent you want to control the hearing format, collect public questions, and leave time for open comments from the public.

Check out the Media section for more information about reaching the public through local media sources.



San Francisco Specifics:

While the sub-committees were selecting speakers, the taskforce created a flier that notified community members about the public hearing and asked them to attend as observers. Knowing that the size of the audience would have an impact on the panelists, we worked very hard to get a number of community members to attend the hearing. The key organizations affiliated with the taskforce sent a flier to everyone on their mailing lists. The event also was advertised in the calendar of events of a Bay Area weekly newspaper.

We scripted the San Francisco public hearing very tightly and left little time at the end for public comments. In general, a format with pre-selected speakers worked well, allowing the hearing to move quickly. However, we also found that the community members

who spoke at the end of the hearing ended up being some of the most memorable and dynamic speakers of the whole evening.

We would recommend leaving more time than we did, because public comments can provide additional real-life examples that educate and galvanize the panelists. However, keep in mind that the risk in doing so is that those with opposing views might also speak, especially in more conservative locales.

Public hearing pitfalls to avoid:

- While looking for a diversity of people to testify, do not tokenize or stereotype. Instead, go beyond stereotypes by selecting speakers who challenge expectations. Make sure that men testify.
- Make the holistic nature of human rights visible by presenting a range of testimony on several issue areas. CEDAW addresses multiple issue areas that represent the complex issues women face in our lives; do not push a single-issue agenda.
- Do not plan a hearing that is politically partisan because it will not further the rights of women and girls.
- Do not let speakers testify for longer than three minutes. A prepared statement will easily convey their needs and recommendations in three minutes. Take a look at their statements beforehand, if possible.
- Do not plan a hearing that is longer than two hours.
- Collect the statements in writing to distribute later to officials.



San Francisco Specifics:

One of the biggest challenges that we encountered while organizing the public hearing was the amount of logistical work needed to make the event successful. Although it worked very well to have specific taskforce members responsible for recruiting speakers for each issue area, most of the follow-up work and logistics were done by the staff at WILD for Human Rights. Likewise, the Commission on the Status of Women was responsible for all the invitations to panelists and the follow up with individuals who agreed to be panelists. It may be important to recognize that certain logistics will have to be coordinated by one organization or person and to plan accordingly in advance.

Public hearing planning tips:

- Select people, including men as well as women, who are diverse by age, race, gender, sexual orientation, class, and religion, to testify. Make sure the most vulnerable communities are addressed or represented at the hearing (e.g. homeless youth, incarcerated women, immigrant women).
- Select people to testify who are experienced and credible to both public officials and community members.
- Include at least one personal testimony for each of the issue areas that you cover, one well-known respected official (e.g. a judge), and a minimum of one male in each of the issue areas.
- Ask each speaker to relate their testimony explicitly to human rights and a specific CEDAW article.
- Put together a packet of information for legislators that includes a list of your supporters, background information, and a copy of CEDAW.

- Get commitments from city officials at the end of the hearing!
- At the beginning, middle, and end of the hearing, state your demands and recommendations. The opening and closing of the hearing can be 5-7 minutes long.



San Francisco Specifics:

Since a public hearing is sponsored by a member of the Board of Supervisors and takes place in the Chambers of the Board of Supervisors, it is bound by strict time limits. To maximize the impact of the hearing and to ensure that we were able to address the three issue areas, we had to set strict time limits for each of the speakers.

The public hearing opened with an eight-minute introduction to CEDAW presented by one of the co-chairs of the taskforce, who laid out the format of the hearing as well as the demands of the community. The community demands were: (1) implementation of CEDAW and (2) budget allocations for implementation and gender analysis of selected city departments' employment, budgets, and service delivery. Following her presentation, the testifying speakers spoke for three minutes each in clusters of five according to the three issue areas: economic development, violence against women, and women's health. The public hearing concluded with an eight-minute statement made by another member of the taskforce from one of the partner organizations, who again presented the general recommendations and demands of the community.

Some strategies that we used to make the hearing as effective as possible were to begin and end each issue area with a powerful speaker. We also tried to create a balance in each issue area between those who were testifying based on their personal experiences and those who were testifying based on their work or observations.

Remember: The process is about building relationships and partnerships with people you respect.

ATTAINING A CITY ORDINANCE

What do we need to know first?

Passing an ordinance is not the only way to implement CEDAW, however, it makes it a law. A law will not be able to be changed easily based on who is in power, a law can include budgetary implications and commitments, and it will be enforceable and proactive rather than reactionary.

Before you enter the legislative process, you should make sure you understand how the process will unfold in your jurisdiction, whom your legislative contact is, and which of the affected governmental and non-governmental parties should be consulted. You must develop an advocacy strategy based on whose support you need to obtain.

If an ordinance seems like the best approach, find out how ordinances are passed in your city. If ordinances go through committee(s) as well as through a governing board or council, you will need to meet with committee members as well as with the entire board. When you conduct these meetings, you will need to state clearly why implementing CEDAW through an ordinance is important and demonstrate public support.

Always provide a “one-pager,” or brief summary, of information and “talking points,” a short list of key ideas, for your allies.

The importance of doing your homework cannot be overstated. Although each city, county, state, and country has its own methods for drafting laws, some basic aspects probably remain the same:

- A legislative member must introduce the bill. This means that it is critical to receive the support of a legislator.
- The staff of this legislator probably will have to be involved in drafting the bill.
- Other interested parties who may support or oppose the bill must be able to review and comment on the bill, or else the bill may not get very far.



San Francisco Specifics:

In San Francisco, according to the City Attorney's office of San Francisco, the legislative process is as follows:

Generally, a member of the Board of Supervisors, the Mayor, or a department head requests that the City Attorney's Office draft an ordinance. Once the ordinance is drafted by the City Attorney's Office, a member of the Board of Supervisors or the Mayor submits the ordinance to the Clerk of the Board for introduction to the Board. (San Francisco Charter sec. 2.105.) The ordinance must then be referred to and reported upon by an appropriate committee of the Board. (Ibid.).

Once a committee hears and recommends approval of the ordinance, the ordinance is referred to the full Board for consideration. The Board of Supervisors must vote to approve an ordinance at two separate meetings held at least five days apart. (San Francisco Charter sec. 2.105.) If the ordinance is amended at its second reading, the ordinance requires an additional reading not fewer than five days later prior to the final passage. (Ibid.)

After the Board has finally approved an ordinance, the ordinance is delivered to the Mayor on the following day for consideration. The Mayor has 10 days to determine whether to sign or disapprove the ordinance. (San Francisco Charter sec. 3.103.) If the Mayor disapproves an ordinance, he returns it to the Board of Supervisors. (Ibid.) The Board may then override the Mayor's veto by a two-thirds vote. (San Francisco charter sec. 2.106). If the Mayor takes no action on the ordinance, it is deemed approved 10 days after the delivery of the ordinance to him. (San Francisco Charter sec. 3.103.)

Once the Mayor has approved the ordinance (or it becomes effective without the Mayor's signature), the ordinance takes effect no sooner than 30 days later. (San Francisco Charter sec. 2.105.)

How can we get support for an ordinance?

As stated above, it is critical to get local government support as soon as possible, and your contacts should be in place long before the public hearing. You should research all members of the legislative body: their politics, personalities, and relative power within the legislature. It will not do you much good to work with a legislator who agrees with you if that individual does not have the political clout necessary to support your work.

You can do research through talking to colleagues, following media coverage of local politics, and looking at voting records. Once you have located a few likely candidates, contact them with a detailed proposal setting forth what you want to do and why. Hopefully, your media campaign and workshop materials will have supplied you with lots of background information that you can give them to demonstrate the importance of your work. You should also meet with government departments that may be affected by the proposed ordinance. These officials are crucial to your success because they will invite you to participate in the process of drafting the ordinance.

Important: Before entering this process, you must research the state and federal laws on non-profit lobbying. Many countries, including the United States, limit the amount of direct action charitable 501(c)(3) organizations can make towards drafting and passing legislation. If you do not want to jeopardize your non-profit status or the status of any of your partners, review your relevant regulations and make sure that you do not overstep these boundaries. If a government body gives you a written request for technical assistance on drafting legislation, you will not jeopardize your status by assisting them. In the US, you may want to consider working with an organization that has a 501(c)(4) status or an organization permitted to lobby. Throughout the process, also make sure that your Board of Directors knows what you are doing.

If you are a government body, your job in drafting and passing legislation is easier. But you must make extra efforts to partner with a reputable community-based organization and build a coalition to ensure you have community input. It will be very easy and tempting to draft the law without this input, but the resulting bill will not have the credibility and consequently the impact that you want.

In either case, when trying to garner support for the bill, you must emphasize how the bill will benefit the constituency of the group or official with whom you are talking.

Drafting Tips

- Take the time at the start of the process to dream about your vision for the ideal law and its implementation.
- Be clear about your bottom lines: what you are not willing to negotiate about or remove from the ordinance, including money and budget items.
- Respect the government drafters' concerns and experience. They may provide an important reality check, but they may be too cautious. It's a balancing act.
- Do not draft an ordinance that does not include budgetary support for enforcement.
- Develop an effective enforcement mechanism.
- Keep the focus on human rights.
- The more city departments and unions that know about the law and support its goals, the more effective it will be after passage.
- Hold thematic town meetings with community groups on topics such as sex work, race, domestic violence, health, and sexual orientation issues. These meetings will allow you to get feedback during the drafting process about possible impacts on relevant communities.
- Keep in mind the populations who are most marginalized. Will this legislation have a positive impact on the quality of their lives? This will help ensure that you do not leave something out, or argue for and then include a provision that will end up harming the communities you want to assist and serve.

CASE STUDY: THE DRAFTING PROCESS IN SAN FRANCISCO

In the case of the CEDAW ordinance in San Francisco, the support of the Board of Supervisors President Barbara Kaufman had been established prior to the October 30, 1996 public hearing. After the public hearing in October 1996, the Board of Supervisors passed a resolution supporting the implementation of CEDAW in San Francisco. In addition, the CEDAW ordinance had the support of San Francisco's Commission on the Status of Women, which sponsored the bill.

Drafting the San Francisco CEDAW ordinance was a collaborative process, which took several months because we did not have any prior models for local adoption of international treaties. At our first meeting, we set out our vision of what a women's human rights law should do and cover. We used information gathered from community taskforce meetings and testimony from the public hearing to develop recommendations on what women and girls in San Francisco need in order to have their human rights protected. We also described our ideal enforcement mechanism. Legal and political realities informed our discussion, but it was very useful to imagine our ideal law.

Based on our discussions, the city attorney produced a draft law. At each meeting, participants would provide comments on subsequent drafts of the law. WILD for Human Rights staff provided suggestions on drafts in light of human rights law, our sense of what community groups needed and wanted, and how those interests could be met through human rights law. Although the taskforce advocated for as strong a law as possible, we also tried to be sensitive to the government drafters' concerns. When they said that a certain provision was critical or conversely that a provision would kill the law, we respected their opinion. But if the taskforce felt a compromise would destroy the objective of the law, we would make certain that was clear.

In most cases, disputes led to in-depth discussions that gave all concerned a greater understanding of what would be needed to have a strong, enforceable women's human rights law in San Francisco. For example, a few of the provisions suggested went counter to Proposition 209, a California State Initiative that severely restricts affirmative action. Despite our view that Proposition 209 violates human rights standards, the taskforce understood the city government's unwillingness to provoke a lawsuit. Rather, the taskforce suggested emphasizing the role the ordinance would play in providing evidence of on-going discrimination, which is required under Prop. 209 to maintain any affirmative action program.

We also worked to develop an effective enforcement mechanism. We wanted to make sure that the ordinance did not represent "paper rights" but rather rights that can be accessed and used. The taskforce wanted to connect the law to the budget process. However, several drafters thought this could jeopardize support for the bill. As a result, WILD for Human Rights suggested regular public meetings about CEDAW implementation, which would maintain accountability, and the future development of action plans that eventually could be tied to budgets. Ultimately, after the ordinance passed, the city budgeted \$100,000 for the first year of implementation.

Once the bill was finalized, WILD for Human Rights continued to participate in the implementation process. In particular, we helped explain the law to relevant parts of the city government. We prepared documents that set forth the significance of this San Francisco ordinance, its national relevance, and its connection to CEDAW. In addition, we responded to all questions from government staff about the law and provided support when necessary. At the Board of Supervisors committee hearing, we spoke in support of the bill and emphasized its wider national and global significance.

The drafting process led to a strong city ordinance with two main parts. First, it established an official CEDAW Taskforce, which consisted of four government and five community members, including those familiar with local issues and those familiar with women's human rights. (This Taskforce is not the same as the community taskforce that the partner organizations coalesced in order to pass the ordinance.) The CEDAW Taskforce reported to the Mayor, Board of Supervisors, and the Commission on the Status of Women (COSW) every six months. Second, COSW conducted a gender analysis on selected city departments. The COSW hired consultants who developed gender guidelines in collaboration with the CEDAW Taskforce.

These guidelines included an evaluation of gender equity in allocation of funding, employment practices, delivery of direct and indirect services, and operations. The analyses goes beyond quantity to examine the quality of the funding, employment, and services. The guidelines emphasized that not only do health and human services departments impact women's human rights, but that all departments can impact women's rights.

After completing the gender analysis, COSW submitted action plans that addressed any and all deficiencies found via the gender studies of selected departments, described remedial actions to correct those deficiencies, and set forth the actions each department should take to implement CEDAW principles. In addition, COSW trained the selected departments in gender analysis and will continue to train all departments in human rights with a gender perspective.

Media is a vital tool for public education. If you are asking people to change their way of viewing the world, they need information. Through media, a broad audience can become aware of discrimination within local communities and of how discrimination violates international human rights law and therefore begin looking for remedies.

In addition to increasing the visibility of discrimination against women and girls, you can promote the importance of implementing human rights standards within local communities in the United States. This means working with both local reporters and international reporters. You will probably need to decide which group to target and then create an education strategy. In the best-case scenario, you will be able to work with both groups of journalists. In almost all cases, you will have to convince journalists of the importance of reporting about women's human rights.

TIPS FOR WORKING WITH THE MEDIA

- Call journalists back immediately and make sure you are easily reachable.
- Start your media work immediately. This includes developing current contacts and finding funding specifically for media outreach.
- One committee of your taskforce should be dedicated solely to media, with clear responsibility for media outreach, drafting opinion and editorial pieces ("op-eds"), writing press releases and letters to the editor, pitching articles to journalists, and talking to media at events.
- If none of the taskforce members have a current press list and you cannot afford to buy one from a like-minded organization, you will need to start developing one right away. Call community newspapers to establish which reporters would be most interested in human rights or women's rights legislation. When you read local magazines and newspapers, identify journalists who write about women's rights

or human rights. If you have internet access, do an online search of major local papers. Listen to radio stations, including alternative stations, to determine who covers your issues. Contact youth press and community-based, small newspapers.

- Make sure that your coalition's name and phone number(s) are on all material that gets distributed. This will ensure that you are contacted for comment.
- Monitor the local press and write letters to the editor in response to related coverage.
- Draft press releases for relevant events that include what you are asking for and why you need it. Make examples representative but also something that will grab readers' attention. Don't include unusual cases that have never happened before (i.e. if your city generally does a good job but didn't this time). Include quotations from the partner organizations and information about how the public can get involved.
- Develop sound bites to get your point across concisely and persuasively for television and radio in 1-2 sentences. Prepare "talking points," a short list of key ideas that you want to get across, for taskforce members so that their sound bites are accurate and informative. Designate one taskforce member from the media committee as your media spokesperson.
- Write and send articles to news sources to pique their attention.
- Send public service announcements (PSA) to media outlets long before you want them to run. Radio stations will be more likely to run your PSA if you convince them your event is not a political event but a community education event.
- If possible, ask key members of city government to co-host a press briefing with you to introduce a resolution or an ordinance.
- Journalists need stories. Develop a list of contact names and organizations familiar with human rights violations in your city that you can provide to journalists. With the permission of the people who are having their rights violated, put their stories in your op-eds and make their phone numbers and basic stories available when the press calls.

If you publicize the stories behind the law, journalists will write about the law.

- Remember to cultivate press contacts and give them plenty of advance warning about actions and events. Try to view media work as a long-term education process, which may not result in immediate coverage but could do so in the future.
- Media work takes time, more than you would probably think. This is why, once again, it is important to start right away.
- Use the internet to check major media outlets and research relevant coverage in online magazines. You can also post your news on related listserves.



San Francisco Specifics:

Our taskforce wanted to raise public awareness about human rights. We did not have enough money to have an extensive media plan, so we focused on getting press coverage for the public hearing and for the passage of the San Francisco CEDAW Ordinance. We believed these were the most newsworthy events. We also did national outreach on the ordinance passage, in order to encourage more communities to consider implementing human rights. In the long-term, we hoped to increase the media's interest in and knowledge about women's human rights in the United States. Our efforts were most successful when we had a strong press release and conducted comprehensive follow-up with journalists.

We decided to contact national and local journalists who have demonstrated interest in women's rights and thus use their knowl-

edge to encourage them to think about human rights. One tactic that we did not use, because of the lack of time and labor, was to put up fliers or posters around the city, announcing the public hearing and reaching out to a broad spectrum of community groups. As a result, most of the community members who attended the hearing already were involved with the taskforce, affiliated with one of the sponsoring organizations, or had attended one of our CEDAW workshops.

Since education and awareness were primary goals of the CEDAW campaign, the taskforce arranged for both photographs and a tape recording of the hearing. Because the hearing took place in the Board of Supervisors' chambers, a public access cable channel in San Francisco recorded the hearing and broadcast it numerous times. An unedited video recording of the hearing could be also easily purchased from the station.

Passing an ordinance is only the first step in the process of advancing human rights in your community. The implementation requires monitoring in order to evaluate its effectiveness and to continue to refine the process. We have found that building a public/private body to monitor the implementation allows for an integrated monitoring effort.

Maintaining ongoing relationships with the community and media will ensure that relevant groups and individuals are kept informed about all implementation efforts. This can be achieved by continuing roundtables and other forms of public comment as well as by ensuring that government agencies stay connected to community groups.

The success of implementing human rights in local communities will be based on ongoing training and sharing of experience. We encourage you to ensure that adequate resources are allocated to these initiatives, to maintain partnerships and to document all of your work. We look forward to hearing from you.

RESOURCE LIST

The following is a select list of organizations working on CEDAW in the United States (in alphabetical order):

- **Amnesty International USA** is dedicated to freeing prisoners of conscience, to gaining fair trials for political prisoners, to ending torture, political killings, and “disappearances,” and to abolishing the death penalty throughout the world. www.amnestyusa.org
Women’s Human Rights Program
<http://www.amnestyusa.org/women/index.do>
- **Bahá’í.** The official presence of the Baha’i faith on the World Wide Web includes statements about human rights and women’s rights. www.bahai.org
- **Human Rights Watch** is a nonprofit, non-governmental organization dedicated to the protection of human rights worldwide that investigates and exposes human rights violations and holds abusers accountable. www.hrw.org
Women’s Division: www.hrw.org/about/projects/women.html
- **National Center for Human Rights Education** is a national training and resource center for social justice activists. www.nchre.org
- **San Francisco Department on the Status of Women** is a department of the city and county of San Francisco whose purpose is to ensure women and girls economic, social, political, and educational opportunities throughout the city.
http://www.sfgov.org/site/dosw_index.asp
- **UNIFEM** promotes women’s empowerment and gender equality by working at the country level and within the United Nations system. www.unifem.org

- **United Nations Division for the Advancement of Women** strives to stimulate the mainstreaming of gender perspectives both within and outside the United Nations system. The site contains detailed information about CEDAW's history as well as updates on current CEDAW status, legislative history, and action items. <http://www.un.org/womenwatch/daw/cedaw/>
- **Urban Justice Center** has a Human Rights Project that situates domestic poverty and discrimination issues within a human rights framework. www.urbanjustice.org/projects/index.html
- **US Human Rights Network** was formed to promote the accountability of the US to universal human rights standards by building linkages between organizations, as well as individuals, working on human rights issues in the United States. www.ushrnetwork.org

SAN FRANCISCO MEDIA AND COMMUNITY OUTREACH

San Francisco Press Release

FOR IMMEDIATE RELEASE

April 14, 1998

CONTACTS: Press Office, Office of the Mayor
Office of Supervisor
Commission on the Status of Women
Women's Institute for Leadership Development for Human Rights

MAYOR SIGNS HISTORIC LEGISLATION IMPLEMENTING INTERNATIONAL WOMEN'S CONVENTION WITHIN CITY

On April 14, 1998, Mayor Willie Brown Jr. of San Francisco signed a city ordinance in support of women's rights, calling it an important and long-overdue step toward ending any type of discrimination against women. The mayor signed the city ordinance to implement the principles underlying the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) at the conclusion of San Francisco's first ever "Mayor's Summit for Women." Although at least seven states, six counties, and six cities have passed resolutions urging US ratification of CEDAW, none has taken the step of implementing its requirements within its jurisdiction.

"San Francisco is showing the way in protecting the rights of all women," Brown said. "The United States is the only industrialized country in the world that has yet to ratify CEDAW- also known as the Bill of Rights for women. We are moving forward on CEDAW to set an example for the rest of the nation. It is long overdue. We can only encourage others to quickly follow suit."

The ordinance was accomplished through a collaborative effort involving community and government organizations led by the Women's Institute for Leadership Development for Human Rights (WILD), which promotes women's human rights in the United States, and the San Francisco Commission on the Status of Women. Also participating and lending strong support were the Board of Supervisors, The Women's Foundation, Human Rights Commission, and Amnesty International USA.

Board of Supervisors President Barbara Kaufman introduced the ordinance at a March 2 board meeting. According to Supervisor Kaufman, "San Francisco must take a leadership role in protecting women's human rights. We cannot wait for the US government. This ordinance gives the principles of CEDAW some teeth." The ordinance was unanimously approved by the board and sent to Brown for his signature.

The legislation designates the San Francisco Commission on the Status of Women as the implementing organization and establishes a CEDAW Task Force composed of members from governmental and community organizations. The Commission will conduct gender analyses of the employment, funding allocation, and direct and indirect service delivery practices of selected city departments. The Commission will develop Action Plans to redress any discrimination found. In addition, the Commission will provide human rights trainings to all city departments. Sonia Melara, executive director of the Commission stated, "These studies will provide the city with the information necessary to defend the human rights of women and girls in San Francisco."

According to Krishanti Dharmaraj, Executive Director of WILD, "This legislation sends a strong message to the US government that women and girls expect their rights to not only be acknowledged but also enforced. San Francisco may be the first city, but it will not be the last. Several cities have already contacted WILD about passing similar laws in their own communities."

Collaboration on the Local Ratification of CEDAW

Convention on the Elimination of All Forms of Discrimination Against Women

INTRODUCTION

In October 1996, a group of Bay Area activists and organizations initiated a campaign for the local ratification of CEDAW. This effort was the outcome of a training on women's human rights in San Francisco and, six months later, the collaboration to promote ratification now includes the following organizations: the Women's Institute for Leadership Development for Human Rights, the Women's Foundation, Amnesty International USA (Western Region), Human Rights Advocates, La Casa de las Madres, the San Francisco Commission on the Status of Women, the YWCA of San Francisco, Asian Perinatal Advocates, Women's Alcoholism Center, the Institute for Food & Development Policy, Mission Learning Center, Women of Color Resource Center, and WOMAN, Inc.

CEDAW

CEDAW, The Convention On the Elimination of All Forms of Discrimination Against Women, sometimes named the International Bill of Rights for Women, provides a universal definition of discrimination against women. Those countries which ratify CEDAW are mandated to condemn all forms of discrimination against women and to ensure equality for women in many spheres — civil, political, economic, social and cultural. The convention was adopted by the United Nations General Assembly in 1979 and President Carter signed it on behalf of the United States in 1980. However, the United States Senate has yet to ratify this vital treaty, though 160 other countries have ratified it to date. The commitment to human rights has been inconsistent, as the United States, which

participated so actively in the drafting of CEDAW and which considers itself a world power, has not ratified this basic human rights document protecting the rights of women.

LOCAL RATIFICATION

A growing group of people and organizations in the Bay Area is organizing to "ratify" CEDAW at the local level. Local adherence to the principles of CEDAW would especially promote equal access to health care, employment, education, and other fundamental human rights. The process of local ratification will serve to educate our communities about this treaty and move the Senate closer to US ratification. The San Francisco Commission on the Status of Women has already passed a resolution in support of CEDAW and has established a CEDAW Task Force. Additionally, in mid-April, a letter on CEDAW was mailed to over 300 organizations in Northern California, with the intention of broadening our campaign to sister cities in this State. Groups have already begun to respond and participation in the effort continues to grow.

NEXT STEPS

Our intention is to achieve local ratification within San Francisco by International Women's Day (March 8) 1998. We hold monthly planning meetings and will offer trainings on CEDAW as well as monthly orientations on the local ratification process, its status, and next steps. Interested individuals and groups may sign up for a four-hour training, join our CEDAW Speakers Bureau to provide community education presentations, become a member of the CEDAW Task Force of the San Francisco Commission on the Status of Women, and/or allow their names to be listed in materials which promote ratification. A public hearing by the San Francisco Board of Supervisors will be held in October.

For more information, please call (415) 555.5555

Women's Institute for Leadership Development (WILD) For Human Rights
Fax: 415.555.5555

I/my organization will lend my/our support in the following ways:

- ☐ __ Attend a four-hour training on CEDAW to learn about the treaty and its practical implementation in my work and community.
- ☐ __ Join a CEDAW Speakers Bureau to provide community education presentations about CEDAW.
- ☐ __ Become a member of the CEDAW Task Force of the San Francisco Commission on the Status of Women.
- ☐ __ Not become a member of the CEDAW Task Force but include my name/the name of my organization to be identified in a list of groups and individuals who support the ratification of CEDAW.

Name as it should appear on the list of sponsors:

Name of organization as it should appear on the list of sponsors:

For additional information, please call WILD for Human Rights at (415)555.5555

San Francisco Public Service Announcement: 30 Seconds

You're invited to the first Bay Area public hearing on women's human rights. Women from diverse communities in the Bay Area will go before the San Francisco Board of Supervisors. They will call for the city's ratification of the International Bill of Human Rights for Women.

160 countries have adopted the U.N. document but the US has not.

Join us on October 30 from 4:30 to 6:30 in City Hall at 401 Van Ness, 4th Floor, San Francisco. Again that's October 30 from 4:30 to 6:30 at City Hall in San Francisco

For more information, call 415/ 555-5555

San Francisco Public Service Announcement: 60 Seconds

You're invited to the first Bay Area public hearing on women's human rights. Women from diverse communities in the Bay Area will go before the San Francisco Board of Supervisors. They will call for the city's ratification of the International Bill of Human Rights for Women.

160 countries have adopted the U.N. document but the US Congress still hasn't approved it. To get Congress to approve, American cities are taking the lead and signing on to the agreement. San Francisco's next in line.

Join us on October 30 from 4:30 to 6:30 in City Hall at 401 Van Ness, 4th Floor, San Francisco. The focus will be on health, violence and economic development. Again that's October 30 from 4:30 to 6:30 at City Hall 401 Van Ness, 4th Floor

For more information, call 415/ 555-5555

General Recommendations

- I. By March 1998, the Board of Supervisors should pass a city ordinance to implement CEDAW within the San Francisco government.
- II. Each city department should conduct a gender analysis of three areas of its work.
 - A. Employment:** Examine pay equity, hiring and promotions for women and whether women are employed in high-level, decision-making positions.
 - B. Funding:** Examine the allocation of funds by city departments to see whether funds are allocated to programs that address women and girls' empowerment and the elimination of gender stereotypes.
 - C. Service Delivery:** Examine, with regard to both direct and indirect service delivery, whether programs consider women's needs and consider such needs in the decision-making process.
- III. A staff person should assist city departments with education and training on gender analysis and the implementation of CEDAW.
- IV. CEDAW should be implemented within each city department and the departments should evaluate and monitor the implementation periodically.
- V. An outside body should monitor the implementation of CEDAW to eliminate discrimination against women and report on the progress of such implementation to the Mayor and the Board of Supervisors.

The implementation of CEDAW is an on-going process that should be evaluated regularly to ensure its effectiveness.

Gender Perspective

Gender refers to the ways in which roles, attitudes, values and relationships regarding women and men are constructed in all communities and cultures. Therefore, while the sex of a person only describes being female or male, the gender of that person is socially constructed.

In our society, the role of gender functions in a way that subordinates and discriminates against women to the detriment of their full enjoyment of all human rights. This discrimination is not only reflected in individual relationships, but also permeates all institutions.

A *gender perspective* takes an approach that seeks to empower women and transform the unequal relations of power between women and men. This type of analysis increases awareness about how roles, attitudes and relationships of women and men function to the detriment of women and prevent women's full participation in our communities.

Any gender analysis must include an examination of the concepts of equity and discrimination. Equity does not mean the number of women employed or served, but how and in what capacity they are employed and served. Every city department makes decisions that impact the quality of life of women and girls. It is the responsibility of all institutions to analyze critically how their work affects women and girls, and to recognize that adverse policies that impact women and girls can be made by either men or women.

Having a gender perspective does not necessarily add new duties, but rather simply requires an integrated approach into existing systems. The gender analysis for the city must include an evaluation of gender equity in allocation of funding, city employment (hiring, salary, and

promotions), and delivery of services. Such an evaluation must not be limited to government institutions, but also must be conducted in the private sector.

EXAMPLE
WOMEN EMPLOYED BY THE CITY OF SAN FRANCISCO
THE ALLOCATIONS OF FUNDS BY THE WOMEN'S ISSUE (SEX)
SERVICE DELIVERY
SERVICE DELIVERY (INDIRECT)

WOMEN'S ISSUE (SEX)	GENDER PERSPECTIVE
The number of women employed	The comparable wage and the number of women in high level decision making positions
The number of women's and girls' programs funded	The amount of funds allocated to programs that address women & girls empowerment and the elimination of gender stereotypes
The number of women and girls served	The number and the type of programs that take into consideration women's needs, and include them in the decision making process. For example, a welfare reform program
The number of people served	Service needs particular to women, e.g. the recognition that women may be more threatened by inadequate street lighting

SAN FRANCISCO CEDAW PUBLIC HEARING

Speaker Outreach Letter

October 01, 1997

Name

Name of Organization

Fax: (555) 555-5555

Dear,

Thank you very much for agreeing to testify at the public hearing on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the international human rights treaty that recognizes "women's rights as human rights." Our aim is to emphasize the relevance of CEDAW, and utilize its standards to address issues faced by women in San Francisco. The hearing will be on October 30, 1997, from 4:30 - 6:30, at the Chambers of the Board of Supervisors, at 401 Van Ness Street, 4th Floor, in San Francisco.

The hearing will focus on three issue areas that impact women and connect articles from the treaty to these issue areas. The three issue areas are, economic development, violence against women, and women's Health.

Due to your particular expertise and experience, I would appreciate if you could focus on the following: the need for more services for batterers and women's safety in the workplace. [article 16]

Your testimony will be directed towards a panel that will include members of the Board of Supervisors, City Commissioners, Department Heads, Representatives from the Mayors office and influential community leaders. Therefore it would be beneficial to include a specific recommendation that can impact city policies. Our [CEDAW Task Force] recommendation to the city calls for gender equity in the allocations of funds, employment (comparable wage, hiring, and promotions) and in service delivery. Please feel free to comment on this recommendation and/or recommend your own. **The approximate time you are schedule to speak is 3 minutes.** We recognize that the amount of time allocated is very little compared with the importance of the issue you are presenting and very much appreciate your participation at this historic event in San Francisco. I am enclosing (faxing) the following:

- Relevant article from CEDAW
- Schedule and speakers list
- Expert information Form

Please return the expert information form via fax at your earliest convenience to (415) 555-5555. Do not hesitate to contact me at (415) 555-5555 if you have any further questions. Once again, I thank you for your commitment to protect and promote the human rights of women.

Sincerely,

Krishanti Dharmaraj
Co-Chair, CEDAW Task Force

Speaker Information

DATE: October 30, 1997
TIME: 4:30 - 6:30
LOCATION: The Chambers of the Board of Supervisors
401 Van Ness Street, 4th Floor, San Francisco, California

ISSUE AREA: Check appropriate box

___ Economic Development
___ Violence Against Women
___ Women's Health

ARTICLE/S: Check appropriate box, and circle the specific section of the article/s.

(please see attached document for detail information about the articles in CEDAW)

___ Article 4 [1] [2]
___ Article 5 [a] [b]
___ Article 6
___ Article 7 [a] [b] [c]
___ Article 10 [a] [b] [c] [d] [e] [f] [g] [h]
___ Article 11 [a] [b] [c] [d] [e] [f]
___ Article 12 [1] [2]
___ Article 13 [a] [b] [c]
___ Article 15 [1] [2] [3] [4]
___ Article 16 [1] [a] [b] [c] [d] [e] [f] [g] [h] {2}

(PLEASE PRINT)

Name: _____

Mailing Address: _____

Phone Number (primary day time #): _____

Phone Number (2): _____

Fax Number: _____

Organization and Profession: _____

Language: _____

Talking Points: _____

Other: _____

Talking Points

Local adherence to the principles of CEDAW would especially promote equal access to health care, employment, education and other fundamental human rights.

California State Assembly has passed a resolution in support of CEDAW, and many other cities have passed resolutions.

San Francisco is the first city to look at implementing the standards of CEDAW in the United States, and this public hearing is the first step towards ratification and implementation.

RATIFICATION AND IMPLEMENTATION STRATEGIES FOR CEDAW REQUIRE THE CITY TO CONDUCT A GENDER ANALYSIS OF THE CITY DEPARTMENTS WITH REGARDS TO THEIR ALLOCATION OF CITY FUNDS, EMPLOYMENT PRACTICES (INCLUDING HIRING, COMPARABLE WAGES, AND PROMOTIONS), AND THE DELIVERY OF BOTH DIRECT AND INDIRECT SERVICES. SECONDLY, THE CITY NEEDS TO IMPLEMENT STANDARDS OF CEDAW TO ELIMINATE DISCRIMINATION AGAINST WOMEN. THIS IMPLEMENTATION IS NOT LIMITED TO THE CITY, BUT THE CITY WILL SET THE STANDARD IN THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN.

CEDAW Public Hearing Schedule

Chambers of the Board of Supervisors

October 30, 1997, 4:30 - 6:30 p.m.

TIME	CONTENT
	Economic Development
4:30 - 5:00	Introduction of the panel members
5:00 - 5:09	Introduction to CEDAW
5:10 - 5:13	Article 13 [Access to Credit]
5:14 - 5:17	Article 15 [Equality before the Law]
5:18 - 5:21	Article 4 [Affirmative Action]
5:22 - 5:25	Article 11 [Employment]
5:26 - 5:29	Article 7 [Political & Public Life]
	Violence Against Women
5:30 - 5:33	Article 10 [Education – Sexual Harassment in schools]
5:34 - 5:37	Article 6 [Trafficking of Women]
5:38 - 5:41	Article 11 [Employment, Sexual Harassment]
5:42 - 5:45	Article 16 [Family Violence -Access to Services]
5:46 - 5:49	Article 16 [DV- services for batterers/workplace]

	Women's Health
5:50 - 5:53	Article 11 [Health and workplace]
5:54 - 5:57	Article 5 [Maternity leave]
5:58 - 6:01	Article 16(e) + 12 [Reproductive Rights]
6:02 - 6:05	Article 12 [Health Care Services- lesbian/ bisexuals/HIV+]
6:06 - 6:09	Article 10(h) [Education - access to health information]
6:10 - 6:15	Closing

List of Supporting Organizations

The Convention on the Elimination of All Forms of Discrimination Against Women

SPONSORED BY

Amnesty International USA
Shaler Adams Foundation
The Women's Foundation
Human Rights Commission
San Francisco Commission on the Status of Women
Women's Institute for Leadership Development (WILD) For Human Rights

SUPPORTED BY

American Nurses Association of California
An Income of Her Own
Asian and Pacific Islanders for Reproductive Health
Asian and Pacific Islander Wellness Center
Asian Perinatal Advocates
Bananas
Bay Area Homelessness Program, SFSU
Bay Area Video Coalition
California Advocates for Nursing Home Reform
Center for Women's Global Leadership
Coalition for Low Income Housing
Donaldina Cameron House
Equal Rights Advocates
Exotic Dancer's Alliance
Global Exchange
Human Rights Advocates
Immigrant Women's Access Project
Institute for Food and Development Policy (Food First)

International Gay & Lesbian Human Rights Commission
International Human Rights and Migration Project
La Casa de las Madres
Latino Coalition for a Healthy California
Legal Services for Prisoners with Children
Lyon-Martin Women's Health Services
Mhona International
Mills College – Women's Leadership Institute
Mission Learning Center
Mothertongue Institute for Creative Development
National Center for Lesbian Rights
National Lawyers Guild
Planned Parenthood – Golden Gate
San Francisco Board of Education
San Francisco Community College Board
San Francisco Democratic County Central Committee
San Francisco Health Commission
San Francisco Building Inspection Commission
Supervisor Barbara Kaufman, President, SF Board of Supervisors
Supervisor Susan Leal, SF Board of Supervisors
The Sentences Project
W.O.M.A.N., Inc.
Women's Alcoholism Center
The Women's Building
Women of Color Resource Center
Women's Health Rights Coalition
Women's Initiative for Self-Empowerment
Women's Intercultural Network
YWCA of San Francisco/Marin
YWCA/Mission Girls Services

Executive Summary

OCTOBER 30, 1997

On October 30, 1997, a public hearing was held on the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) with Supervisor Barbara Kaufman presiding. At this hearing, women and men told a panel including members of the Board of Supervisors, City Commissioners, and members of the Mayor's office about how local implementation of CEDAW would benefit women and girls in San Francisco in three areas: economic development, violence against women, and women's health.

At the hearing, speakers focused on CEDAW being a critical tool to eliminate discrimination against women in San Francisco. The speakers covered many issue areas including affirmative action, access to credit, access to health care, safety in the workplace, and sexual harassment in schools. The speakers also testified about women who confront obstacles in addition to their gender, such as race, immigration status, and youth.

The United States signed CEDAW on July 17, 1980. However, the US Senate still has not ratified it, and Senator Jesse Helms (R-NC) continues to prevent the full Senate from voting on ratification. This leaves the United States as the only industrialized nation that has not ratified CEDAW. In fact, 161 countries have ratified CEDAW. As a result, the United States is failing to demonstrate a commitment to women's human rights and to play a strong leadership role in protecting such rights.

Eight states and nine municipalities (cities and counties) have responded to this failure by passing resolutions urging the United States to ratify CEDAW. Significantly, the California State Senate and Assembly passed such a resolution by a unanimous and bipartisan vote. In addition, US

Senator Dianne Feinstein (D-CA) drafted a letter in support of San Francisco's Board of Supervisor's advocating ratification of CEDAW.

The October 30 public hearing indicated that mere support for US ratification would be inadequate. Rather, the testifiers urged San Francisco to commence local implementation of CEDAW's underlying principles without waiting for US ratification. On November 10, the Board of Supervisors responded to the public hearing by unanimously approving a resolution advocating U.S ratification and local implementation. It stated in part that, "on the local level adherence to the principles of CEDAW would especially promote access to health care, employment, economic development, and educational opportunities for women and would address the continuing and critical problem of violence against women."

In supporting local implementation, San Francisco would be the first municipality to go beyond supporting US ratification and toward the goal of protecting the human rights of women and girls locally. The city has already distinguished itself by having a city charter on equality and its Commissions on the Status of Women and Human Rights explore the possibility of implementing the standards of CEDAW locally. We urge the Mayor and Board of Supervisors to continue that leadership role and request all city departments to conduct an in-depth gender analysis of their program and revise their programs and policies in light of CEDAW's underlying principles.

INTERNATIONAL TREATIES

Summary of CEDAW

Article 1:

Defines discrimination against women as any “distinction, exclusion, or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of marital status, on the basis of equality between men and women, of human rights or fundamental freedom in the political, economic, social, cultural, civil, or any other field.”

Article 2:

Mandates concrete steps, implementing laws, policies and practices to eliminate discrimination against women and embody the principle of equality.

Article 3:

Requires action in all fields — civil, political, economic, social, and cultural — to advance the human rights of women.

Article 4:

Permits affirmative action measures to accelerate equality and eliminate discrimination.

Article 5:

Recognizes the role of culture and tradition, and calls for the elimination of sex role stereotyping.

Article 6:

Requires suppression of traffic in women and exploitation of prostitutes.

Article 7:

Mandates ending discrimination against women in political and public life.

Article 8:

Requires action to allow women to represent their governments internationally on an equal basis with men.

Article 9:

Mandates that women will have equal rights with men to acquire, change or retain their nationality and that of their children.

Article 10:

Obligates equal access to all fields of education and the elimination of stereotyped concepts of the roles of men and women.

Article 11:

Mandates the end of discrimination in the field of employment and recognizes the right to work as a human right.

Article 12:

Requires steps to eliminate discrimination from the field of health care, including access to family planning. If necessary, these services must be free of charge.

Article 13:

Requires that women be ensured equal access to family benefits, bank loans, credit, sports and cultural life.

Article 14:

Focuses on the particular problems faced by rural women.

Article 15:

Guarantees equality before the law and equal access to administer property.

Article 16:

Requires steps to ensure equality in marriage and family relations.

Article 17:

Calls for the establishment of a committee to evaluate the progress of the implementation of CEDAW.

Articles 18-30:

Sets forth elements of the operation of the treaty.

Women's Institute for Leadership Development For Human Rights

Adapted from the CEDAW information packets from the working group on CEDAW and UNIFEM

Convention on the Elimination of All Forms of Discrimination Against Women

The States Parties to the present Convention,

Noting that the Charter of the United Nations reaffirms faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women,

Noting that the Universal Declaration of Human Rights affirms the principle of the inadmissibility of discrimination and proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, including distinction based on sex,

Noting that the States Parties to the International Covenants on Human Rights have the obligation to ensure the equal rights of men and women to enjoy all economic, social, cultural, civil and political rights,

Considering the international conventions concluded under the auspices of the United Nations and the specialized agencies promoting equality of rights of men and women,

Noting also the resolutions, declarations and recommendations adopted by the United Nations and the specialized agencies promoting equality of rights of men and women,

Concerned, however, that despite these various instruments extensive discrimination against women continues to exist,

Recalling that discrimination against women violates the principles of equality of rights and respect for human dignity, is an obstacle to the participation of women, on equal terms with men, in the political, social,

economic and cultural life of their countries, hampers the growth of the prosperity of society and the family and makes more difficult the full development of the potentialities of women in the service of their countries and of humanity,

Concerned that in situations of poverty women have the least access to food, health, education, training and opportunities for employment and other needs,

Convinced that the establishment of the new international economic order based on equity and justice will contribute significantly towards the promotion of equality between men and women,

Emphasizing that the eradication of apartheid, all forms of racism, racial discrimination, colonialism, neo-colonialism, aggression, foreign occupation and domination and interference in the internal affairs of States is essential to the full enjoyment of the rights of men and women,

Affirming that the strengthening of international peace and security, the relaxation of international tension, mutual co-operation among all States irrespective of their social and economic systems, general and complete disarmament, in particular nuclear disarmament under strict and effective international control, the affirmation of the principles of justice, equality and mutual benefit in relations among countries and the realization of the right of peoples under alien and colonial domination and foreign occupation to self-determination and independence, as well as respect for national sovereignty and territorial integrity, will promote social progress and development and as a consequence will contribute to the attainment of full equality between men and women,

Convinced that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women on equal terms with men in all fields,

Bearing in mind the great contribution of women to the welfare of the family and to the development of society, so far not fully recognized, the social significance of maternity and the role of both parents in the family and in the upbringing of children, and aware that the role of women in procreation should not be a basis for discrimination but that the upbringing of children requires a sharing of responsibility between men and women and society as a whole,

Aware that a change in the traditional role of men as well as the role of women in society and in the family is needed to achieve full equality between men and women,

Determined to implement the principles set forth in the Declaration on the Elimination of Discrimination against Women and, for that purpose, to adopt the measures required for the elimination of such discrimination in all its forms and manifestations,

Have agreed on the following:

PART I

Article 1

For the purposes of the present Convention, the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Article 2

States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:

- (a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;
- (b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;
- (c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;
- (d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;
- (e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;
- (f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;
- (g) To repeal all national penal provisions which constitute discrimination against women.

Article 3

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

Article 4

1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be

considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.

2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.

Article 5

States Parties shall take all appropriate measures:

- (a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women;
- (b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.

Article 6

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

PART II

Article 7

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

- (a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;
- (b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;
- (c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.

Article 8

States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.

Article 9

1. States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.
2. States Parties shall grant women equal rights with men with respect to the nationality of their children.

PART III

Article 10

States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

- (a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as

in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training;

- (b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;
- (c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods;
- (d) The same opportunities to benefit from scholarships and other study grants;
- (e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women;
- (f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely;
- (g) The same opportunities to participate actively in sports and physical education;
- (h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.

Article 11

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:

- (a) The right to work as an inalienable right of all human beings;
 - (b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;
 - (c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;
 - (d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;
 - (e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;
 - (f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.
2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:
- (a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;
 - (b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;
 - (c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;
 - (d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.

3. Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.

Article 12

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.
2. Notwithstanding the provisions of paragraph 1 of this article, States Parties shall ensure to women appropriate services in connection with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

Article 13

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

- (a) The right to family benefits;
- (b) The right to bank loans, mortgages and other forms of financial credit;
- (c) The right to participate in recreational activities, sports and all aspects of cultural life.

Article 14

1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas.
2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on

a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:

- (a) To participate in the elaboration and implementation of development planning at all levels;
- (b) To have access to adequate health care facilities, including information, counseling and services in family planning;
- (c) To benefit directly from social security programmes;
- (d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;
- (e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self employment;
- (f) To participate in all community activities;
- (g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;
- (h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

PART IV

Article 15

1. States Parties shall accord to women equality with men before the law.
2. States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.

3. States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.
4. States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.

Article 16

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:
 - (a) The same right to enter into marriage;
 - (b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;
 - (c) The same rights and responsibilities during marriage and at its dissolution;
 - (d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;
 - (e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;
 - (f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;
 - (g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;
 - (h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and

disposition of property, whether free of charge or for a valuable consideration.

2. The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

PART V

Article 17

1. For the purpose of considering the progress made in the implementation of the present Convention, there shall be established a Committee on the Elimination of Discrimination against Women (hereinafter referred to as the Committee) consisting, at the time of entry into force of the Convention, of eighteen and, after ratification of or accession to the Convention by the thirty-fifth State Party, of twenty-three experts of high moral standing and competence in the field covered by the Convention. The experts shall be elected by States Parties from among their nationals and shall serve in their personal capacity, consideration being given to equitable geographical distribution and to the representation of the different forms of civilization as well as the principal legal systems.
2. The members of the Committee shall be elected by secret ballot from a list of persons nominated by States Parties. Each State Party may nominate one person from among its own nationals.
3. The initial election shall be held six months after the date of the entry into force of the present Convention. At least three months before the date of each election the Secretary-General of the United Nations shall address a letter to the States Parties inviting them to submit their nominations within two months. The Secretary-General shall prepare a list in alphabetical order of all persons thus nominated, indicating the States Parties which have nominated them, and shall submit it to the States Parties.

4. Elections of the members of the Committee shall be held at a meeting of States Parties convened by the Secretary-General at United Nations Headquarters. At that meeting, for which two thirds of the States Parties shall constitute a quorum, the persons elected to the Committee shall be those nominees who obtain the largest number of votes and an absolute majority of the votes of the representatives of States Parties present and voting.
5. The members of the Committee shall be elected for a term of four years. However, the terms of nine of the members elected at the first election shall expire at the end of two years; immediately after the first election the names of these nine members shall be chosen by lot by the Chairman of the Committee.
6. The election of the five additional members of the Committee shall be held in accordance with the provisions of paragraphs 2, 3 and 4 of this article, following the thirty-fifth ratification or accession. The terms of two of the additional members elected on this occasion shall expire at the end of two years, the names of these two members having been chosen by lot by the Chairman of the Committee.
7. For the filling of casual vacancies, the State Party whose expert has ceased to function as a member of the Committee shall appoint another expert from among its nationals, subject to the approval of the Committee.
8. The members of the Committee shall, with the approval of the General Assembly, receive emoluments from United Nations resources on such terms and conditions as the Assembly may decide, having regard to the importance of the Committee's responsibilities.
9. The Secretary-General of the United Nations shall provide the necessary staff and facilities for the effective performance of the functions of the Committee under the present Convention.

Article 18

1. States Parties undertake to submit to the Secretary-General of the United Nations, for consideration by the Committee, a report on the legislative, judicial, administrative or other measures which they have adopted to give effect to the provisions of the present Convention and on the progress made in this respect:
 - (a) Within one year after the entry into force for the State concerned;
 - (b) Thereafter at least every four years and further whenever the Committee so requests.
2. Reports may indicate factors and difficulties affecting the degree of fulfilment of obligations under the present Convention.

Article 19

1. The Committee shall adopt its own rules of procedure.
2. The Committee shall elect its officers for a term of two years.

Article 20

1. The Committee shall normally meet for a period of not more than two weeks annually in order to consider the reports submitted in accordance with article 18 of the present Convention.
2. The meetings of the Committee shall normally be held at United Nations Headquarters or at any other convenient place as determined by the Committee. (amendment, status of ratification)

Article 21

1. The Committee shall, through the Economic and Social Council, report annually to the General Assembly of the United Nations on its activities and may make suggestions and general recommendations based on the examination of reports and information received from the States Parties. Such suggestions and general recommendations shall be included in the report of the Committee together with comments, if any, from States Parties.
2. The Secretary-General of the United Nations shall transmit the reports of the Committee to the Commission on the Status of Women for its information.

Article 22

The specialized agencies shall be entitled to be represented at the consideration of the implementation of such provisions of the present Convention as fall within the scope of their activities. The Committee may invite the specialized agencies to submit reports on the implementation of the Convention in areas falling within the scope of their activities.

PART VI**Article 23**

Nothing in the present Convention shall affect any provisions that are more conducive to the achievement of equality between men and women which may be contained:

- (a) In the legislation of a State Party; or
- (b) In any other international convention, treaty or agreement in force for that State.

Article 24

States Parties undertake to adopt all necessary measures at the national level aimed at achieving the full realization of the rights recognized in the present Convention.

Article 25

1. The present Convention shall be open for signature by all States.
2. The Secretary-General of the United Nations is designated as the depositary of the present Convention.
3. The present Convention is subject to ratification. Instruments of ratification shall be deposited with the Secretary-General of the United Nations.
4. The present Convention shall be open to accession by all States. Accession shall be effected by the deposit of an instrument of accession with the Secretary-General of the United Nations.

Article 26

1. A request for the revision of the present Convention may be made at any time by any State Party by means of a notification in writing addressed to the Secretary-General of the United Nations.
2. The General Assembly of the United Nations shall decide upon the steps, if any, to be taken in respect of such a request.

Article 27

1. The present Convention shall enter into force on the thirtieth day after the date of deposit with the Secretary-General of the United Nations of the twentieth instrument of ratification or accession.
2. For each State ratifying the present Convention or acceding to it after the deposit of the twentieth instrument of ratification or accession, the Convention shall enter into force on the thirtieth day after the date of the deposit of its own instrument of ratification or accession.

Article 28

1. The Secretary-General of the United Nations shall receive and circulate to all States the text of reservations made by States at the time of ratification or accession.
2. A reservation incompatible with the object and purpose of the present Convention shall not be permitted.
3. Reservations may be withdrawn at any time by notification to this effect addressed to the Secretary-General of the United Nations, who shall then inform all States thereof. Such notification shall take effect on the date on which it is received.

Article 29

1. Any dispute between two or more States Parties concerning the interpretation or application of the present Convention which is not settled by negotiation shall, at the request of one of them, be submitted to arbitration. If within six months from the date

of the request for arbitration the parties are unable to agree on the organization of the arbitration, any one of those parties may refer the dispute to the International Court of Justice by request in conformity with the Statute of the Court.

2. Each State Party may at the time of signature or ratification of the present Convention or accession thereto declare that it does not consider itself bound by paragraph 1 of this article. The other States Parties shall not be bound by that paragraph with respect to any State Party which has made such a reservation.
3. Any State Party which has made a reservation in accordance with paragraph 2 of this article may at any time withdraw that reservation by notification to the Secretary-General of the United Nations.

Article 30

The present Convention, the Arabic, Chinese, English, French, Russian and Spanish texts of which are equally authentic, shall be deposited with the Secretary-General of the United Nations.

IN WITNESS WHEREOF the undersigned, duly authorized, have signed the present Convention.

International Convention on the Elimination of All Forms of Racial Discrimination

The States Parties to this Convention,

Considering that the Charter of the United Nations is based on the principles of the dignity and equality inherent in all human beings, and that all Member States have pledged themselves to take joint and separate action, in co-operation with the Organization, for the achievement of one of the purposes of the United Nations which is to promote and encourage universal respect for and observance of human rights and fundamental freedoms for all, without distinction as to race, sex, language or religion,

Considering that the Universal Declaration of Human Rights proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set out therein, without distinction of any kind, in particular as to race, colour or national origin,

Considering that all human beings are equal before the law and are entitled to equal protection of the law against any discrimination and against any incitement to discrimination,

Considering that the United Nations has condemned colonialism and all practices of segregation and discrimination associated therewith, in whatever form and wherever they exist, and that the Declaration on the Granting of Independence to Colonial Countries and Peoples of 14 December 1960 (General Assembly resolution 1514 (XV)) has affirmed and solemnly proclaimed the necessity of bringing them to a speedy and unconditional end,

Considering that the United Nations Declaration on the Elimination of All Forms of Racial Discrimination of 20 November 1963 (General Assembly resolution 1904 (XVIII)) solemnly affirms the necessity of speedily eliminating racial discrimination throughout the world in all its forms and manifestations and of securing understanding of and respect for the dignity of the human person,

Convinced that any doctrine of superiority based on racial differentiation is scientifically false, morally condemnable, socially unjust and dangerous, and that there is no justification for racial discrimination, in theory or in practice, anywhere,

Reaffirming that discrimination between human beings on the grounds of race, colour or ethnic origin is an obstacle to friendly and peaceful relations among nations and is capable of disturbing peace and security among peoples and the harmony of persons living side by side even within one and the same State,

Convinced that the existence of racial barriers is repugnant to the ideals of any human society,

Alarmed by manifestations of racial discrimination still in evidence in some areas of the world and by governmental policies based on racial superiority or hatred, such as policies of apartheid, segregation or separation,

Resolved to adopt all necessary measures for speedily eliminating racial discrimination in all its forms and manifestations, and to prevent and combat racist doctrines and practices in order to promote understanding between races and to build an international community free from all forms of racial segregation and racial discrimination,

Bearing in mind the Convention concerning Discrimination in respect of Employment and Occupation adopted by the International Labour

Organisation in 1958, and the Convention against Discrimination in Education adopted by the United Nations Educational, Scientific and Cultural Organization in 1960,

Desiring to implement the principles embodied in the United Nations Declaration on the Elimination of All Forms of Racial Discrimination and to secure the earliest adoption of practical measures to that end,

Have agreed as follows:

PART I

Article 1

1. In this Convention, the term "racial discrimination" shall mean any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.
2. This Convention shall not apply to distinctions, exclusions, restrictions or preferences made by a State Party to this Convention between citizens and non-citizens.
3. Nothing in this Convention may be interpreted as affecting in any way the legal provisions of States Parties concerning nationality, citizenship or naturalization, provided that such provisions do not discriminate against any particular nationality.
4. Special measures taken for the sole purpose of securing adequate advancement of certain racial or ethnic groups or individuals requiring such protection as may be necessary in order to ensure such groups or individuals equal enjoyment or exercise of human rights and fundamental freedoms shall not be deemed racial discrimination, provided, however, that such measures do not, as a consequence, lead to the maintenance of separate rights for different racial groups and that they shall not be continued after the objectives for which they were taken have been achieved.

Article 2

1. States Parties condemn racial discrimination and undertake to pursue by all appropriate means and without delay a policy of eliminating racial discrimination in all its forms and promoting understanding among all races, and, to this end:
 - (a) Each State Party undertakes to engage in no act or practice of racial discrimination against persons, groups of persons or institutions and to ensure that all public authorities and public institutions, national and local, shall act in conformity with this obligation;
 - (b) Each State Party undertakes not to sponsor, defend or support racial discrimination by any persons or organizations;
 - (c) Each State Party shall take effective measures to review governmental, national and local policies, and to amend, rescind or nullify any laws and regulations which have the effect of creating or perpetuating racial discrimination wherever it exists;
 - (d) Each State Party shall prohibit and bring to an end, by all appropriate means, including legislation as required by circumstances, racial discrimination by any persons, group or organization;
 - (e) Each State Party undertakes to encourage, where appropriate, integrationist multiracial organizations and movements and other means of eliminating barriers between races, and to discourage anything which tends to strengthen racial division.
2. States Parties shall, when the circumstances so warrant, take, in the social, economic, cultural and other fields, special and concrete measures to ensure the adequate development and protection of certain racial groups or individuals belonging to them, for the purpose of guaranteeing them the full and equal enjoyment of human rights and fundamental freedoms. These measures shall in no case entail as a consequence the maintenance of unequal or separate rights for different racial groups after the objectives for which they were taken have been achieved.

Article 3

States Parties particularly condemn racial segregation and apartheid and undertake to prevent, prohibit and eradicate all practices of this nature in territories under their jurisdiction.

Article 4

States Parties condemn all propaganda and all organizations which are based on ideas or theories of superiority of one race or group of persons of one colour or ethnic origin, or which attempt to justify or promote racial hatred and discrimination in any form, and undertake to adopt immediate and positive measures designed to eradicate all incitement to, or acts of, such discrimination and, to this end, with due regard to the principles embodied in the Universal Declaration of Human Rights and the rights expressly set forth in article 5 of this Convention, inter alia:

- (a) Shall declare an offence punishable by law all dissemination of ideas based on racial superiority or hatred, incitement to racial discrimination, as well as all acts of violence or incitement to such acts against any race or group of persons of another colour or ethnic origin, and also the provision of any assistance to racist activities, including the financing thereof;
- (b) Shall declare illegal and prohibit organizations, and also organized and all other propaganda activities, which promote and incite racial discrimination, and shall recognize participation in such organizations or activities as an offence punishable by law;
- (c) Shall not permit public authorities or public institutions, national or local, to promote or incite racial discrimination.

Article 5

In compliance with the fundamental obligations laid down in article 2 of this Convention, States Parties undertake to prohibit and to eliminate racial discrimination in all its forms and to guarantee the right of everyone, without distinction as to race, colour, or national or ethnic origin, to equality before the law, notably in the enjoyment of the following rights:

- (a) The right to equal treatment before the tribunals and all other organs administering justice;
- (b) The right to security of person and protection by the State against violence or bodily harm, whether inflicted by government officials or by any individual group or institution;
- (c) Political rights, in particular the right to participate in elections—to vote and to stand for election—on the basis of universal and equal suffrage, to take part in the Government as well as in the conduct of public affairs at any level and to have equal access to public service;
- (d) Other civil rights, in particular:
 - (i) The right to freedom of movement and residence within the border of the State;
 - (ii) The right to leave any country, including one's own, and to return to one's country;
 - (iii) The right to nationality;
 - (iv) The right to marriage and choice of spouse;
 - (v) The right to own property alone as well as in association with others;
 - (vi) The right to inherit;
 - (vii) The right to freedom of thought, conscience and religion;
 - (viii) The right to freedom of opinion and expression;
 - (ix) The right to freedom of peaceful assembly and association;
- (e) Economic, social and cultural rights, in particular:
 - (i) The rights to work, to free choice of employment, to just and favourable conditions of work, to protection against unemployment, to equal pay for equal work, to just and favourable remuneration;
 - (ii) The right to form and join trade unions;

- (iii) The right to housing;
- (iv) The right to public health, medical care, social security and social services;
- (v) The right to education and training;
- (vi) The right to equal participation in cultural activities;
- (f) The right of access to any place or service intended for use by the general public, such as transport hotels, restaurants, cafes, theatres and parks.

Article 6

States Parties shall assure to everyone within their jurisdiction effective protection and remedies, through the competent national tribunals and other State institutions, against any acts of racial discrimination which violate his human rights and fundamental freedoms contrary to this Convention, as well as the right to seek from such tribunals just and adequate reparation or satisfaction for any damage suffered as a result of such discrimination.

Article 7

States Parties undertake to adopt immediate and effective measures, particularly in the fields of teaching, education, culture and information, with a view to combating prejudices which lead to racial discrimination and to promoting understanding, tolerance and friendship among nations and racial or ethnical groups, as well as to propagating the purposes and principles of the Charter of the United Nations, the Universal Declaration of Human Rights, the United Nations Declaration on the Elimination of All Forms of Racial Discrimination, and this Convention.

PART II

Article 8

1. There shall be established a Committee on the Elimination of Racial Discrimination (hereinafter referred to as the Committee) consisting of eighteen experts of high moral standing and

acknowledged impartiality elected by States Parties from among their nationals, who shall serve in their personal capacity, consideration being given to equitable geographical distribution and to the representation of the different forms of civilization as well as of the principal legal systems.

2. The members of the Committee shall be elected by secret ballot from a list of persons nominated by the States Parties. Each State Party may nominate one person from among its own nationals.
3. The initial election shall be held six months after the date of the entry into force of this Convention. At least three months before the date of each election the Secretary-General of the United Nations shall address a letter to the States Parties inviting them to submit their nominations within two months. The Secretary-General shall prepare a list in alphabetical order of all persons thus nominated, indicating the States Parties which have nominated them, and shall submit it to the States Parties.
4. Elections of the members of the Committee shall be held at a meeting of States Parties convened by the Secretary-General at United Nations Headquarters. At that meeting, for which two thirds of the States Parties shall constitute a quorum, the persons elected to the Committee shall be nominees who obtain the largest number of votes and an absolute majority of the votes of the representatives of States Parties present and voting.
5. (a) The members of the Committee shall be elected for a term of four years. However, the terms of nine of the members elected at the first election shall expire at the end of two years; immediately after the first election the names of these nine members shall be chosen by lot by the Chairman of the Committee;
- (b) For the filling of casual vacancies, the State Party whose expert has ceased to function as a member of the Committee shall appoint another expert from among its nationals, subject to the approval of the Committee.

6. States Parties shall be responsible for the expenses of the members of the Committee while they are in performance of Committee duties.

Article 9

1. States Parties undertake to submit to the Secretary-General of the United Nations, for consideration by the Committee, a report on the legislative, judicial, administrative or other measures which they have adopted and which give effect to the provisions of this Convention: (a) within one year after the entry into force of the Convention for the State concerned; and
(b) thereafter every two years and whenever the Committee so requests. The Committee may request further information from the States Parties.
2. The Committee shall report annually, through the Secretary General, to the General Assembly of the United Nations on its activities and may make suggestions and general recommendations based on the examination of the reports and information received from the States Parties. Such suggestions and general recommendations shall be reported to the General Assembly together with comments, if any, from States Parties.

Article 10

1. The Committee shall adopt its own rules of procedure.
2. The Committee shall elect its officers for a term of two years.
3. The secretariat of the Committee shall be provided by the Secretary General of the United Nations.
4. The meetings of the Committee shall normally be held at United Nations Headquarters.

Article 11

1. If a State Party considers that another State Party is not giving effect to the provisions of this Convention, it may bring the matter to the attention of the Committee. The Committee shall then

transmit the communication to the State Party concerned. Within three months, the receiving State shall submit to the Committee written explanations or statements clarifying the matter and the remedy, if any, that may have been taken by that State.

2. If the matter is not adjusted to the satisfaction of both parties, either by bilateral negotiations or by any other procedure open to them, within six months after the receipt by the receiving State of the initial communication, either State shall have the right to refer the matter again to the Committee by notifying the Committee and also the other State.
3. The Committee shall deal with a matter referred to it in accordance with paragraph 2 of this article after it has ascertained that all available domestic remedies have been invoked and exhausted in the case, in conformity with the generally recognized principles of international law. This shall not be the rule where the application of the remedies is unreasonably prolonged.
4. In any matter referred to it, the Committee may call upon the States Parties concerned to supply any other relevant information.
5. When any matter arising out of this article is being considered by the Committee, the States Parties concerned shall be entitled to send a representative to take part in the proceedings of the Committee, without voting rights, while the matter is under consideration.

Article 12

1. (a) After the Committee has obtained and collated all the information it deems necessary, the Chairman shall appoint an ad hoc Conciliation Commission (hereinafter referred to as the Commission) comprising five persons who may or may not be members of the Committee. The members of the Commission shall be appointed with the unanimous consent of the parties to the dispute, and its good offices shall be made available to the States concerned with a view to an amicable solution of the matter on the basis of respect for this Convention;

- (b) If the States parties to the dispute fail to reach agreement within three months on all or part of the composition of the Commission, the members of the Commission not agreed upon by the States parties to the dispute shall be elected by secret ballot by a two-thirds majority vote of the Committee from among its own members.
2. The members of the Commission shall serve in their personal capacity. They shall not be nationals of the States parties to the dispute or of a State not Party to this Convention.
 3. The Commission shall elect its own Chairman and adopt its own rules of procedure.
 4. The meetings of the Commission shall normally be held at United Nations Headquarters or at any other convenient place as determined by the Commission.
 5. The secretariat provided in accordance with article 10, paragraph 3, of this Convention shall also service the Commission whenever a dispute among States Parties brings the Commission into being.
 6. The States parties to the dispute shall share equally all the expenses of the members of the Commission in accordance with estimates to be provided by the Secretary-General of the United Nations.
 7. The Secretary-General shall be empowered to pay the expenses of the members of the Commission, if necessary, before reimbursement by the States parties to the dispute in accordance with paragraph 6 of this article.
 8. The information obtained and collated by the Committee shall be made available to the Commission, and the Commission may call upon the States concerned to supply any other relevant information.

Article 13

1. When the Commission has fully considered the matter, it shall prepare and submit to the Chairman of the Committee a report embodying its findings on all questions of fact relevant to the issue

between the parties and containing such recommendations as it may think proper for the amicable solution of the dispute.

2. The Chairman of the Committee shall communicate the report of the Commission to each of the States parties to the dispute. These States shall, within three months, inform the Chairman of the Committee whether or not they accept the recommendations contained in the report of the Commission.
3. After the period provided for in paragraph 2 of this article, the Chairman of the Committee shall communicate the report of the Commission and the declarations of the States Parties concerned to the other States Parties to this Convention.

Article 14

1. A State Party may at any time declare that it recognizes the competence of the Committee to receive and consider communications from individuals or groups of individuals within its jurisdiction claiming to be victims of a violation by that State Party of any of the rights set forth in this Convention. No communication shall be received by the Committee if it concerns a State Party which has not made such a declaration.
2. Any State Party which makes a declaration as provided for in paragraph 1 of this article may establish or indicate a body within its national legal order which shall be competent to receive and consider petitions from individuals and groups of individuals within its jurisdiction who claim to be victims of a violation of any of the rights set forth in this Convention and who have exhausted other available local remedies.
3. A declaration made in accordance with paragraph 1 of this article and the name of any body established or indicated in accordance with paragraph 2 of this article shall be deposited by the State Party concerned with the Secretary-General of the United Nations, who shall transmit copies thereof to the other States Parties. A declaration may be withdrawn at any time by notification to the Secretary-General, but such a withdrawal shall not affect communications pending before the Committee.

4. A register of petitions shall be kept by the body established or indicated in accordance with paragraph 2 of this article, and certified copies of the register shall be filed annually through appropriate channels with the Secretary-General on the understanding that the contents shall not be publicly disclosed.
5. In the event of failure to obtain satisfaction from the body established or indicated in accordance with paragraph 2 of this article, the petitioner shall have the right to communicate the matter to the Committee within six months.
6. (a) The Committee shall confidentially bring any communication referred to it to the attention of the State Party alleged to be violating any provision of this Convention, but the identity of the individual or groups of individuals concerned shall not be revealed without his or their express consent. The Committee shall not receive anonymous communications;

(b) Within three months, the receiving State shall submit to the Committee written explanations or statements clarifying the matter and the remedy, if any, that may have been taken by that State.
7. (a) The Committee shall consider communications in the light of all information made available to it by the State Party concerned and by the petitioner. The Committee shall not consider any communication from a petitioner unless it has ascertained that the petitioner has exhausted all available domestic remedies. However, this shall not be the rule where the application of the remedies is unreasonably prolonged;

(b) The Committee shall forward its suggestions and recommendations, if any, to the State Party concerned and to the petitioner.
8. The Committee shall include in its annual report a summary of such communications and, where appropriate, a summary of the explanations and statements of the States Parties concerned and of its own suggestions and recommendations.

9. The Committee shall be competent to exercise the functions provided for in this article only when at least ten States Parties to this Convention are bound by declarations in accordance with paragraph 1 of this article.

Article 15

1. Pending the achievement of the objectives of the Declaration on the Granting of Independence to Colonial Countries and Peoples, contained in General Assembly resolution 1514 (XV) of 14 December 1960, the provisions of this Convention shall in no way limit the right of petition granted to these peoples by other international instruments or by the United Nations and its specialized agencies.
2. (a) The Committee established under article 8, paragraph 1, of this Convention shall receive copies of the petitions from, and submit expressions of opinion and recommendations on these petitions to, the bodies of the United Nations which deal with matters directly related to the principles and objectives of this Convention in their consideration of petitions from the inhabitants of Trust and Non-Self-Governing Territories and all other territories to which General Assembly resolution 1514 (XV) applies, relating to matters covered by this Convention which are before these bodies;

(b) The Committee shall receive from the competent bodies of the United Nations copies of the reports concerning the legislative, judicial, administrative or other measures directly related to the principles and objectives of this Convention applied by the administering Powers within the Territories mentioned in subparagraph (a) of this paragraph, and shall express opinions and make recommendations to these bodies.
3. The Committee shall include in its report to the General Assembly a summary of the petitions and reports it has received from United Nations bodies, and the expressions of opinion and recommendations of the Committee relating to the said petitions and reports.

4. The Committee shall request from the Secretary-General of the United Nations all information relevant to the objectives of this Convention and available to him regarding the Territories mentioned in paragraph 2 (a) of this article.

Article 16

The provisions of this Convention concerning the settlement of disputes or complaints shall be applied without prejudice to other procedures for settling disputes or complaints in the field of discrimination laid down in the constituent instruments of, or conventions adopted by, the United Nations and its specialized agencies, and shall not prevent the States Parties from having recourse to other procedures for settling a dispute in accordance with general or special international agreements in force between them.

PART III

Article 17

1. This Convention is open for signature by any State Member of the United Nations or member of any of its specialized agencies, by any State Party to the Statute of the International Court of Justice, and by any other State which has been invited by the General Assembly of the United Nations to become a Party to this Convention.
2. This Convention is subject to ratification. Instruments of ratification shall be deposited with the Secretary-General of the United Nations.

Article 18

1. This Convention shall be open to accession by any State referred to in article 17, paragraph 1, of the Convention. 2. Accession shall be effected by the deposit of an instrument of accession with the Secretary-General of the United Nations.

Article 19

1. This Convention shall enter into force on the thirtieth day after the date of the deposit with the Secretary-General of the United

Nations of the twenty-seventh instrument of ratification or instrument of accession.

2. For each State ratifying this Convention or acceding to it after the deposit of the twenty-seventh instrument of ratification or instrument of accession, the Convention shall enter into force on the thirtieth day after the date of the deposit of its own instrument of ratification or instrument of accession.

Article 20

1. The Secretary-General of the United Nations shall receive and circulate to all States which are or may become Parties to this Convention reservations made by States at the time of ratification or accession. Any State which objects to the reservation shall, within a period of ninety days from the date of the said communication, notify the Secretary-General that it does not accept it.
2. A reservation incompatible with the object and purpose of this Convention shall not be permitted, nor shall a reservation the effect of which would inhibit the operation of any of the bodies established by this Convention be allowed. A reservation shall be considered incompatible or inhibitive if at least two thirds of the States Parties to this Convention object to it.
3. Reservations may be withdrawn at any time by notification to this effect addressed to the Secretary-General. Such notification shall take effect on the date on which it is received.

Article 21

A State Party may denounce this Convention by written notification to the Secretary-General of the United Nations. Denunciation shall take effect one year after the date of receipt of the notification by the Secretary General.

Article 22

Any dispute between two or more States Parties with respect to the interpretation or application of this Convention, which is not settled

by negotiation or by the procedures expressly provided for in this Convention, shall, at the request of any of the parties to the dispute, be referred to the International Court of Justice for decision, unless the disputants agree to another mode of settlement.

Article 23

1. A request for the revision of this Convention may be made at any time by any State Party by means of a notification in writing addressed to the Secretary-General of the United Nations.
2. The General Assembly of the United Nations shall decide upon the steps, if any, to be taken in respect of such a request.

Article 24

The Secretary-General of the United Nations shall inform all States referred to in article 17, paragraph 1, of this Convention of the following particulars:

- (a) Signatures, ratifications and accessions under articles 17 and 18;
- (b) The date of entry into force of this Convention under article 19;
- (c) Communications and declarations received under articles 14, 20 and 23;
- (d) Denunciations under article 21.

Article 25

1. This Convention, of which the Chinese, English, French, Russian and Spanish texts are equally authentic, shall be deposited in the archives of the United Nations.
2. The Secretary-General of the United Nations shall transmit certified copies of this Convention to all States belonging to any of the categories mentioned in article 17, paragraph 1, of the Convention.

Universal Declaration of Human Rights

Preamble

Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world,

Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people,

Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law,

Whereas it is essential to promote the development of friendly relations between nations,

Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom,

Whereas Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms,

Whereas a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge,

Now, Therefore THE GENERAL ASSEMBLY proclaims THIS UNIVERSAL DECLARATION OF HUMAN RIGHTS as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to

secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.

Article 1

All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Article 2

Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

Article 3

Everyone has the right to life, liberty and security of person.

Article 4

No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

Article 5

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 6

Everyone has the right to recognition everywhere as a person before the law.

Article 7

All are equal before the law and are entitled without any discrimination

to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

Article 8

Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

Article 9

No one shall be subjected to arbitrary arrest, detention or exile.

Article 10

Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

Article 11

- (1) Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence.
- (2) No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.

Article 12

No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

Article 13

- (1) Everyone has the right to freedom of movement and residence within the borders of each state.

- (2) Everyone has the right to leave any country, including his own, and to return to his country.

Article 14

- (1) Everyone has the right to seek and to enjoy in other countries asylum from persecution.
- (2) This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

Article 15

- (1) Everyone has the right to a nationality.
- (2) No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.

Article 16

- (1) Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.
- (2) Marriage shall be entered into only with the free and full consent of the intending spouses.
- (3) The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

Article 17

- (1) Everyone has the right to own property alone as well as in association with others.
- (2) No one shall be arbitrarily deprived of his property.

Article 18

Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

Article 19

Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

Article 20

- (1) Everyone has the right to freedom of peaceful assembly and association.
- (2) No one may be compelled to belong to an association.

Article 21

- (1) Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.
- (2) Everyone has the right of equal access to public service in his country.
- (3) The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

Article 22

Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

Article 23

- (1) Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.
- (2) Everyone, without any discrimination, has the right to equal pay for equal work.
- (3) Everyone who works has the right to just and favourable

remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.

- (4) Everyone has the right to form and to join trade unions for the protection of his interests.

Article 24

Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Article 25

- (1) Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.
- (2) Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

Article 26

- (1) Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.
- (2) Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.
- (3) Parents have a prior right to choose the kind of education that shall be given to their children.

Article 27

- (1) Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
- (2) Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

Article 28

Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized

Article 29

- (1) Everyone has duties to the community in which alone the free and full development of his personality is possible.
- (2) In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.
- (3) These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

Article 30

Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

WILD for Human Rights

GLOSSARY OF TERMS

CEDAW:

The Convention on the Elimination of All Forms of Discrimination Against Women, an international treaty that was adopted by the United Nations General Assembly in 1979. A summary of CEDAW, which provides a universal definition of discrimination against women and promotes the protection of a range of women's human rights, is attached as an appendix.

CERD:

The Convention on the Elimination of All Forms of Racial Discrimination, an international treaty that was adopted by the United Nations General Assembly and entered into force in 1969. A summary of CERD, which provides a universal definition of racial discrimination, is attached as an appendix.

Convention:

A binding, formal, international agreement among member states of the United Nations. Ratification of a convention indicates that the state is legally bound by the agreement, which is also known as a "treaty" or "covenant" or "instrument".

Disaggregated data:

Data collected and analyzed by the combined categories such as race, sex, age, ethnicity, educational attainment, income or employment status in order to identify differences between various groups of women and men and boys and girls.

Discrimination:

Any distinction, exclusion or restriction made on the basis of one or more

of a persons' identities (such as their race or sex) which as the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise by that person of their human rights and fundamental freedoms in the political, economic, social, cultural, civil or other area of life.

Gender:

The social construction of the different roles, attitudes, values, relationships and responsibilities of women and men in all societies.

Human rights status:

The measurement of a person's or a group's enjoyment of their human rights against a range of economic, social, cultural, political and civil standards.

Identity:

The way or ways in which a person describes who they are, including what they believe in, and which usually includes such elements as age, caste, class, color, citizenship, culture, disability status, ethnicity, gender, status as indigenous, language, nationality, political belief, race, religious belief and sexual orientation.

Race:

The social construction of people according to assumptions based, traditionally, on skin color; it is frequently used to define groups for political purposes. In these guidelines, "race" is used to refer to the political and social construct of different groups of people based on skin color such as black or white, or on caste or class.

Race and gender analysis:

Examining the differences in the lives of different groups of women and girls who are marginalized on the basis of their race and sex, including their experiences of racism and sexism, and using the understanding of this marginalization to assess services, policies, programs or laws to

achieve positive change in their lives. Race and gender analysis involves considering differences between groups of women and men, and differences among groups of women and girls.

Sex:

The biological differences between females and males. This is not the same as gender which, as noted above, refers to the social construction of roles and other beliefs about women and men.

Sexual orientation:

An aspect of the sexual and gender identity of a person, generally referring to their affectionate, intimate, or partner of choice and may be heterosexual, homosexual, or bisexual. Transgendered persons may have a gender expression that does not conform to their biological sex or assigned gender.

UDHR:

The Universal Declaration of Human Rights. See Appendix.